

**COMMITTEE: Faculty Welfare – Organizational Meeting**

**MEETING DATE:** Sept 10, 2020

**PERSON PRESIDING:** Gail Ratcliff

**REGULAR MEMBERS IN ATTENDANCE:** Beth Bee, Rebecca Harris,  
Gail Ratcliff, Kit Diderickson

**EX-OFFICIO MEMBERS IN ATTENDANCE:** Lisa Hudson, Marlena Rose, Wendy Sergeant, David Thomson

**OTHERS IN ATTENDANCE:** Rachel Baker

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**ACTIONS OF MEETING**

Agenda Item: Appoint a regular voting faculty member to serve as a member of the University Administrative Recreation and Wellness Advisory Council, Administrative EHRA Personnel Policies Committee, Advisory Group on Salary Issues.

- Rec and Wellness Advisory Council: Beth Bee
- University Administrative EHRA: Rebecca Harris
- Advisory Group on Salary: Kit Didericksen

Discussion: Discussed roles and responsibilities for each committee/council,

Action Taken: Voted in favor of each representative

Assigned additional duties to: N/A

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Agenda Item: Results of the Fixed-Term Faculty Salary Study (Marlena).

Discussion: Discussed resolution on the status of faculty salaries and concerns. Marlena shared comment (6 total) via email following the meeting.

Action Taken: Need to follow-up on previous faculty studies and Invite IPAR before finalizing the resolution.

Assigned additional duties to: Gail will do background research and invite IPAR to our next meeting

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Agenda Item: Discussion and vote on the proposed revisions to the Faculty Manual Part XI, Section 1 (documents are in the **2020-2021 Folder – Organizational Meeting Attachments – Part 11 Revisions** in SharePoint).

Discussion: Discussed previous edits and history of the document from last year. Discussed need to minimize text, keep links relevant. Some editorial changes included in addition to broken links.

Current Parking link will be removed in favor of text description and email address will be added instead.

Action Taken: Unanimous vote in favor of draft, as amended regarding Parking.

Assigned additional duties to: N/A

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**NEXT MEETING:** October 8, 2020 @ 3:30 PM – 4:30 PM via Microsoft Teams or WebEx.

**ITEMS TO BE DISCUSSED:**

In addition to inviting IPAR to discuss faculty salary studies, Gail will contact committee to solicit items to include on the agenda from the list of 2020-2021 business, which may include any of the following:

- Continue work w/CRO on edits on the University Property Regulation ([Resolution #19-44, supplemental files](#))
- Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (see [Faculty Senate Resolution #20-35](#)).
- Consider proposing a living wage for fixed-term faculty.
- Explore and address issues regarding attention to and support for faculty diversity retention.
- Explore faculty expectation for research-intensive university.
- Discuss the [AAUP resolution on Medical Privacy in regard to ADA Accommodations](#) and whether changes to the ADA language should be proposed