

**FACULTY SENATE STEERING COMMITTEE MEETING
NOVEMBER 14, 2006 – 3:00 PM – 206F SHELBY HALL**

APPROVED MINUTES

ATTENDING: Karen Steckol, David Arnold, Lowell Baker, Marcia Barrett, Carolyn Cassady, Margaret Garner, Martin Evans, Jenice “Dee” Goldston, Douglas Lightfoot, John Mason, Steve Shepard, Shane Street, Jeanette Vandermeer

GUESTS: Cresandra Smothers, Dialog

The minutes of the Faculty Senate Steering Committee meeting held October 10, 2006 were approved.

President’s Report – (*Karen Steckol in the absence of John Vincent*) The **Family Friendly Campus** issue was discussed. Questions presented concerned tenure clock, family or faculty member illness, and maternity/paternity benefits. The goal of the proposed policy is to have equal and unified treatment across all colleges. The discussion included burdens placed on others due to reassignment of duties, birth or adoption of a child during the summer or Christmas, some method of policy oversight, and the promotion of a family friendly institution. Establishment of a family friendly policy would enhance faculty recruitment and retention along with defining the procedures and policies for the entire campus. The Steering Committee agreed to move this resolution forward with some tweaking of language in the paragraph pertaining to maternity/adoption leave. The Tenure-Clock Extension Policy section spurred discussion of taking a leave of absence from teaching duties, maintaining research and other duties with child-rearing responsibilities, being eligible for a one-year leave extension, and the method/result of applying for leave. The points brought out in this entire discussion will be brought forward for discussion in the next meeting with the Provost. A revised resolution will be brought forward to the members of the Steering Committee at the next meeting.

It was stated that John Vincent made an excellent presentation to the **Board of Trustees**.

The form for the review of deans should be sent out this month and chairs in the spring.

A room in Martha Parham has been assigned for the Faculty Senate office.

Deidre Leaver-Dunn has been assigned to the IRB Accreditation Committee.

Vice President’s Report – (*Karen Steckol*) Based on figures obtained from Human Resources plus the employer’s cost of approximately 20%, Karen’s medical coverage will cost \$375 per month upon her retirement at age 66 due to having less than 25 years of service. With the percentage doubling every four years, at age 70 Karen’s medical coverage will cost approximately \$700 per month. This is a problem for all faculty members with Karen’s situation being a prime example. Mid-career hires will definitely be affected by this increased cost of medical benefits by not working the full twenty-five years required.

Grandfathering in the group of people with less than 25 years service would be a solution for those already here when the legislation was passed. The institution can institute this change. More information will be sought.

Secretary's Report – (*Clark Midkiff*)

Academic Affairs – (*Marcia Barrett & Martin Evans*) Feedback concerning the dean's leadership review was requested by this committee. Appendix A was revised to require an automatic review of deans and chairs every five years. The issue of review bogged down last year due to an unfavorable response. A review should be considered constructive and helpful. Data from peer institutions is being compiled. Evaluation methods were discussed including a computer program, volunteer questionnaires, and number and composition of questions. It was suggested that the Academic Affairs Co-chairs, Marcia Barrett and Martin Evans, meet with the Leadership Review Committee to determine the course of the review process.

Faculty Life – (*Steve Shepard & Lowell Baker*) The Tobacco Education Strategic Health Team has requested that the Faculty Senate endorse a recommendation to the administration that smoking be prohibited from any area within thirty feet of the entranceway to any University building. The Faculty Life committee had no objections to supporting this recommendation. The resolution will be sent to the Steering Committee for a vote before the full Senate meeting next week.

Financial Affairs – (*David Arnold & Jeanette Vandermeer*) The budget presentation meeting has been scheduled for December 5 at 3:30-5:00 PM in Room 34 Bidgood.

Research & Service – (*Shane Street & Clark Midkiff*) No report.

Faculty & Senate Governance – (*John Mason & Douglas Lightfoot*) – Deidre Leaver-Dunn has nominated Lori Turner for the Merger Discontinuance of Academic Units. More nominations are needed for the election to be held at the Senate meeting December 19, 2006. The information concerning the limitations and qualifications will be sent to the deans and the colleges eligible for representation on the committees.

Student Affairs – (*Carolyn Cassady & Karen Burgess*) The SGA has invited this committee to attend a meeting. There are plans for a combined Faculty Senate/SGA meeting next spring.

Legislative Agenda – (*Margaret Garner*) No report.

The Faculty Senate Steering Committee moved into Executive Session.

Meeting adjourned 5:15 PM

