

**Faculty Senate  
Faculty Welfare Committee Meeting**

**Minutes from  
10/24/2016**

*Call to Order: 1:30pm- Defer start until 1:40pm to allow travel from BOR Meeting.*

*Review and Approval of Previous Minutes- Approved*

*Old Business:*

- Welfare Committee Resolution delivered at last Faculty Senate Meeting- complete. Voting resulted in approximately 88% approval of resolution/passed.

*New Business:*

- **Committee Report** for next FS Meeting: No Report at this time.

- **Discussion of Outsourcing Grounds and Maintenance Staff**

- Special Guest: Ann Cotton: Ann, Sarah Pitt, and the committee members present (Robert Mullaney, Cui Zhang, and Erin Eliassen) discussed at great length the Outsourcing Request for Proposal initiative that EKU has requested. It was shared by Ann that the Staff has been involved in the process, including helping to develop the criteria for analyzing the vendor proposals, and have since have 3 major meetings to keep them informed of the process. As of the last anyone has heard, reviews of the proposals have not yet begun. Sarah indicated that she thought there may be meetings this week to start analyzing the vendor proposals.

- It was further discussed that it is the belief that EKU is looking out for the best interest of EKU and the Staff with this RFP and review process. It was shared that a similar process had been implemented at Western Kentucky University and that most employees received higher pay. This process may also lead to the current EKU staff being hired by a larger, more national company and one which may offer a better healthcare benefits packages.

- Considering the level of involvement the Staff has had in this process, it was determined by those present that this was not an issue suitable for the Faculty Welfare Committee to have a strong opinion on, or a resolution at this time.

- No voting took place and it was anticipated that no voting will occur in regards to the proposed resolution on Outsourcing, at least not hosted by this committee.

- Next Meeting Reminder was provided via e-mail shortly following the meeting by Co-Chair Dr. Mullaney.

*Question/Comments: None*

*Next Meeting: November 14<sup>th</sup>, 2016 at 1:30pm at Keen Johnson Main Area.*

*Adjourn: 2:40pm*

**Welfare Committee Charges:**

- The primary function of the Welfare Committee is to sit on the University Benefits Advisory Committee, raise appropriate questions, become knowledgeable about all benefit programs and communicate (explain) that information to the Senate in a timely manner.
- Review issues related to summer school pay, proration of faculty salaries, pressure on faculty to teach summer classes for reduced pay, a rate of pay that has been stagnant for a number of years, and share pertinent information with the Budget Committee.
- Continue to monitor and inform the Faculty Senate on matters related to compensation including but not limited to IPEP, salary compression, across-the-board salary increases, and merit pay.

**Members Present:** Robert Mullaney, Chi Zhang, Erin Elissen and Sarah Pitt; Special Guest: Ann Cotton