

FACULTY SENATE

RIGHTS & RESPONSIBILITIES COMMITTEE

Meeting Agenda

October 24, 2017, 9:00 am, Library 208

Present: Donghui Quan, Julie George, Melissa Vandenberg, Joe Gershtenson, Nancy McKenney, Donna Corley (Guest, FS Executive Committee Liaison)

Absent: Zekeriya Eser

1. Approval of meeting minutes – Sept. 26th meeting.
 - a. Passed unanimously

2. Faculty Senate Internal Procedures.
 - a. Review of Rights & Responsibilities Committee internal procedures
 - i. Email had been received from co-chair of Rules Committee
 - ii. Checked language and everyone agreed that the language made sense
 - iii. Checked links and all were active
 - iv. So, no changes recommended

3. Charges from Faculty.
 - i. Appropriateness of language used by President Benson.
 - Potential action item: email to President Benson.
 - Discussed language of draft email and revised final sentence.
 - Julie moves sending amended email, Joe seconds
 - Approved unanimously

 - ii. Revisit the inequity in employee salary.
 - Internal Pay Equity Program: only 2/3 was compensated (2014, 2015).
 - Donghui mentions having heard about issue during presentation by Senator Ciocca (death by thousand cuts)
 - Determined that we should consult with other committees (e.g. Welfare) to see what we could contribute
 - Discussion of pension reform and anything that could be done: issues related to recruitment, retention; lose some ability to recruit and retain students

 - iii. Overload pay rate.
 - A notable number of faculty are teaching on overload. Current rate is low.
 - Donghui says he's heard it's low but doesn't actually have statistics—need to get numbers of faculty teaching overloads, pay rates compared to benchmark institutions
 - Donghui to contact deans to ask about faculty teaching overloads

iv. Ombud framework.

- R&R committee was heavily involved in Ombud position creation and recruiting.
- Donghui spoke with Senator Mason and found out R&R Committee was involved
- President Benson didn't sign off on policy or framework
- Decided to invite co-chairs of ad hoc committee on framework to come speak with us
- Donghui also to talk with Senator Mason

Adjourn: 9:49 a.m.