

FACULTY SENATE

RIGHTS & RESPONSIBILITIES COMMITTEE

Meeting Agenda

November 14, 2017, 9:00 am, Library 208

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

1. Approval of meeting minutes – Oct. 24th meeting.
 - a. Passed unanimously

2. Charge(s) from Faculty Senate Executive Committee.

– *Work with Vice Provost Robinson, University Counsel, as well as any other relevant offices on campus to clarify the university's stance on intellectual property as it pertains to traditional course materials. Report due to Faculty Senate by Feb. 5, 2018.*

Dana Fohl is the appropriate University Counsel to work with on this charge.

- The basic question/concern is with ownership of materials from traditional courses (as opposed to eCampus courses, patents, etc.).
- Determined that we will review the current policy, perhaps look at how eCampus does it, maybe other universities. Will return to the issue at next meeting.

3. Charges from Faculty.

- i. Appropriateness of language used by President Benson.
 - Email sent. The President responded.
 - Resolved.

- ii. Revisit the inequity in employee salary.
 - IPEP
 - Welfare Committee revisited IPEP. No further action can be taken at this time.

- iii. Overload pay rate.
 - A notable number of faculty are teaching on overload. Current rate is low.
 - Quan has requested information to Deans.

Current rate per 3 credit hour

<http://academicaffairs.eku.edu/sites/academicaffairs.eku.edu/files/files/facultycompguidelines2013-14.pdf>:

Doctoral - \$3,200, Masters - \$2,600, Bachelors - \$2,100

- Discussion of both the Faculty Compensation Guidelines and the Faculty Workload policy (4.7.3P)

- Four issues identified to address
 - Compensation guidelines appears out of date since it mentions compensation for non-exempt employees
 - Inconsistency between documents regarding number of permissible overloads
 - Protections for non-tenured tenure-track faculty from being “forced” or “pressured” to teach overloads
 - Adjustments for full-time faculty overload compensation to be at same rate as summer teaching
 - Donghui to talk with Sherry Robinson about how to proceed
 - Discussion of overloads, including unpaid overloads, teaching overloads to “bank” for future course releases.
 - Does a written policy, document, form, recommended best practices need to be developed?
- iv. Ombud framework.
- Framework was signed by the President.
 - Donghui will ask Dean Zeigler if we can get a copy of the framework
- v. Pension issue.
- Further request from faculty.
 - Senator Fitch received another request to consider pension issue; but, there was no specific action requested
 - There is nothing we can do at this time; must wait to see what the legislature does
 - Only thing we can do is engage in efforts to try to keep people informed

Adjourn: 9:59 a.m.