

## Faculty Welfare Committee Meeting Minutes

Monday, February 1, 2021, 2:30 -3:25pm

Zoom

**Call to Order:** Zoom meeting

**Attending:** Gremp, Michelle – Chairperson

McGlown, Joanne – Secretary

McCardle, Todd

Walz, Carolin

**Absent:** Hagan, Carla

**Approval of Minutes from October 5, 2020:** Minutes were approved (Motion to Approve made by Gremp, seconded by McGlown)

**Approval of Minutes from November 2, 2020 meeting:** Minutes were approved (Motion to Approve made by McGlown, and seconded by Walz)

### **New Business:**

- New Charge from Dr. Pogatshnik and Executive Committee to Gremp
  - Review current Faculty Emeritus Policy 4.7.8 and discuss possible financial and nonfinancial incentives to keep retired faculty engaged in campus community.
  - Consider:
    - current situation (elimination of RTP, etc)
    - compensation and/or “privileges”
      - Email access
      - ???

### **Unfinished Business:**

- Determine action on charge for fall semester 2020-2021:
  - Committee agreed that they feel the original charge has been met—EAP information has been provided in the daily announcements and mental health workshops continue to be offered by the counseling department.
  - Committee encourages the Senate to make sure mental health is continued to be addressed at EKU.
  - Committee thinks there is need for clarification regarding Dr. Polin and her role as faculty advocate.
    - Dr. Gremp will send email asking Dr. Ciocca to consider having her address the Faculty Senate on behalf of our Committee to discuss her role in addressing grievances.
  - The Committee tabled action on other items discussed at November meeting since new charge has been assigned by Dr. Pogatshnik.

### **Concerning the NEW CHARGE FROM THE PROVOST:**

- The Provost wishes to examine the compensation for “Retired” faculty not granted “Emeriti” status, and those granted “Emeriti”.
  - Our charge is to identify financial and non-financial “privileges” for retired faculty who serve our programs
  - Gremp to ask Ciocca if we should make suggestions, or if he wished greater input from our Departments and the University (?).
    - Should we poll the faculty? Contact our retired faculty at the department level?

- May need to gather information on how we use our retired faculty
- This committee “brainstormed” a number of ideas that may show appreciation and be cost effective for the University
  - Email access to continue without restrictions.
  - Certificate of Appreciation
  - Gift of an activity of their choice (EKU Center for the Arts, athletic event)
  - Recognition lunch in the Faculty Center or other free lunch on campus
    - PT faculty Appreciation Banquet
  - Access to the services of the Library; database access
  - Streamline the process of required re-application to continue to teach after retirement.

This Committee will reschedule our monthly meetings to the Tuesday prior to Faculty Senate meetings at 11am. Meetings will continue to be held via ZOOM.

Adjournment: Motion to Adjourn made by Todd McCardle and seconded by Carolin Walz. Meeting was adjourned at 3:20pm.