

Faculty Steering Committee MINUTES

Thursday, November 20, 2014 • 12:00 Noon • Daly Center, Room MS 186

<i>Topic</i>	<i>Presenter</i>	<i>Discussion</i>	<i>Action Item/Resolution</i>
1. Call to Order a. Approval of Minutes from October 2014	Alan Ladd	a. October Minutes attached	Gabi Waite proposed that details the discussions that take place during the meetings be added to the minutes. With no additions or corrections, October minutes were unanimously approved.
b. Approval of Minutes from Fall Faculty Meeting	Alan Ladd	b. Fall Faculty Minutes attached. The FSC will now take on the ownership of approving the minutes from the All Faculty Meeting Minutes twice a year.	The 2014 Fall Faculty Meeting minutes were approved with no changes or additions.
2. New Business Concerns from FDCC following Faculty Meeting	Curtis Wright/Emily Walvoord	Curtis Wright presented feedback he had received from the FDCC after the Fall Faculty Meeting, specifically regarding the compensation plan. <ul style="list-style-type: none"> a. It was clear that information that is being distributed among the departments is not uniform. The FDCC suggested the department chairs be required to specifically discuss the compensation plan with their faculty and report back to the Dean regarding their communication plan and any responses received from their faculty during their presentations. The FDCC recommends the department chairs be accountable to the Dean for communicating and discussing the compensation plan. b. In the Compensation Plan FAQ's it states departments must adhere to the University salary guidelines which states that each department's total change in salary must adhere to the University Salary guidelines. The concern is that within a smaller department, if a faculty member is given an increase, other faculty members within that same department would have to receive a decrease or no increase at all in order for the department to not 	Ron Wek, the representative of the Compensation Plan Implementation Committee to the FSC will discuss these suggestions with Mary Dankoski, the Executive Associate Dean for Faculty Affairs and Professional Development. Mary also participates on the Implementation Committee.

		<p>exceed the total salary increase.</p> <p>c. The FDCC would like to see statistics on a yearly basis indicating where faculty are at with hitting the 80% research funding mark, both school wide and department specific.</p>	
3. Committee Report			
a. Biomedical Research Committee	Linda DiMeglio	*Report and presentation is attached	
b. Space Planning Committee	Mark Kaplan	The Space committee has largely finished its initial objectives. It was made up of a couple of EAD's, a couple of department chairs, a faculty representative (Mark), a medical student and a representative from the Smith Group, JJR which conducted the space assessment. The goals of the committee were to assess quantity and quality of space on campus, usage of space, needs for growth and development and organizational location. Mark presented slides that provided a synopsis of the committee's findings and preliminary recommendations. Because the findings and recommendations are still in draft form, the specifics of this presentation will not be provided in the FSC meeting minutes.	
4. Old Business Vitality Survey Results Discussion		<p>As a follow up to October's presentation by Megan Palmer, the FSC took a more in depth review of the data from the vitality survey (see attached slides and documents) in order to generate some reactions and possible recommendations on how to use these results for possible programs and policies.</p> <p>Given the limited amount of time left in the meeting, further discussion will continue at a later date.</p>	<p>Alan Ladd asked that each committee member submit their thoughts regarding the data and discussion from the Vitality Survey prior to the December meeting. Those thoughts will be compiled and distributed prior to the meeting and 20 minutes will be reserved for continued discussion and recommendations at the December meeting.</p>
5. Questions and Adjournment			

A full recording of this meeting is available upon [request](#).