FACULTY AND STAFF DEVELOPMENT WORKING GROUP
SUMMARY OF MINUTES

November 10, 2010
4:00 P.M.
SOBA Room 173

Present: Mark Logel and Barbara Hahn (co-chairs), Terri Ames, Keith Fox, Christine McKeag, Barbara Pieroni, Mike Tessier, Mark Davis, Keith Gehlhausen, Mark Kopta, Hanns Pieper, Trustee John C. Schroeder, and Barbara Byrley (Recorder).

Not Present: Greg Rike, Tiffany Griffith, and Hanns Pieper

Overview of the comments and discussion that took place at our meeting:

REVIEW OF NOVEMBER 10 STEERING COMMITTEE MEETING

- General reports of each working group were provided.
- Stressed creativity.
- Pay attention to Institutional Identity Group.
- UE Board of Trustee members stressed options that will reflect growth; present distinctiveness of the University.
- Make connections between committees; include financial resources people early.
- International Working Group wants UE to be number one in study abroad in higher education.
- Financial resources should not be a hindering factor for our group in the development of ideas/initiatives.
- We’ve been asked to define where resources should come from; can list outcomes and financial information.
- Mark Logel will provide a list to these committee members of other schools that have been looked at for sample strategic plans.
- Final recommendations are due from each working group to the steering committee by January 12.

LOW MORALE AND DIVISION BETWEEN SOME DEPARTMENTS

- Should be data available from annual faculty morale survey.
- Should a staff morale survey be implemented?
- Why is morale low?
- How do you build morale?

SALARIES AND BENEFITS

- Keith Gehlhausen reports that there are repeated requests for employee +1 health insurance: employee +spouse or employee +child.
• Summer compensation needs to be looked at for faculty.
• Fairness for faculty salaries is an issue; administrators feel the same way.
• Is there some other compensation besides salary available?
• Hiring and retention is important as well.
• Faculty repeatedly comment that they love their fellow faculty and students.
• Students comment that they are at UE because of how interested the faculty are in the students.
• Turnover is 8-10% of total employees.

WORKLOAD

• Faculty is not being compensated for meeting with prospective students during the week and on weekends.
• Staffing issues are not equally distributed throughout departments.
• Staff and administrators have reduced over the last four years.
• Maybe an outcome could be reducing class size to 15 from 22, but then what impact does that have in the way of needing additional faculty.
• How to maximize flexibility in the workday for faculty and staff.
• What will bring the best faculty? Flexibility?
• Staff either come and go or come and lose their spirit.
• Can faculty research increase enrollment?
• The University needs scholars as well as teachers.
• Equity of faculty members per department is not fair.
• Faculty should play to their strengths; i.e., teaching, research, etc.
• Teaching/research time will not work for all departments.

SUB-COMMITTEES

The Faculty/Staff Development Working Group was divided into three sub-working groups to focus on and develop initiatives in the respective areas over the next several weeks.

• Salary and Benefits
  Keith Gehlhausen – coordinator
  Hanns Pieper
  Christine McKeag
  Mark Davis

• Professional Development
  Barbara Pieroni – coordinator
  Update: Meeting scheduled for Nov. 18, 1:00 p.m., in Library 209
  Mike Tessier
  Barbara Hahn
  John C. Schroeder
  Tiffany Griffith
• Workload/Expectations

Terri Ames – coordinator
Mark Kopta
Keith Fox
Greg Rike
Mark Logel

Update: Meeting scheduled for Nov. 16, from 12:00-1:00 p.m., in the Academic Affairs Conference Room 304

NEXT MEETING: November 22, Monday, 8:00-9:45 in SOBA Room 72
Mark Logel will talk with Jeff Wolf to see if they can give an informational speech on UE budget finance issues to our group on November 22 as well.

Update: Mark Logel sent an email to Jeff Wolf and Ray Lutgring on this subject. Jeff Wolf agreed to speak to our working group. Jeff Wolf’s presentation will be The first item of our next meeting.