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## Faculty Affairs Committee Minutes of the Academic Senate 2000-10-18

University of Dayton. Faculty Affairs Committee

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## Faculty Affairs Committee Minutes - October 18, 2000

### MINUTES OF THE FACULTY AFFAIRS COMMITTEE OF THE ACADEMIC SENATE

October 18, 2000

1:00 p.m. Jesse Phillips 470

Presiding: Frances Pestello

Present: Cherrington, Hary, Youngkin, Conte, Gerla, Yungblut, Pestello (Chair), Dandaneau, Miner

1. I-00-18—2000 Budget Priorities: The committee discussed the proposed budget priorities that the Senate will recommend to the President for the 2001-2 budget. The members of the committee were particularly concerned about faculty compensation. They committee members present thought that the importance of faculty compensation should be emphasized. Many felt that we continue to talk about this issue, making little substantive progress. It should be argued that compensating faculty fairly and equitably is good for UD and UD students. We seldom connect this issue to people raising children and trying to get established. It is particularly important to address this issue, when the University is doing so well. There needs to be a continued commitment to equity. Committee members felt that the issue might have more impact if some portraits were used in our statement. We should also disaggregate the numbers, so the impact of our budget decisions can clearly be seen. The point was made that it is difficult to reward merit and address equity within limited budgets and such small salary pools.

2. I-98-24—Evaluation of Nonacademic Administrators: The committee only briefly discussed this issue. Committee members felt, given the materials provided by the study group in the Provosts office on this issue that these administrators are not adequately being evaluated on their contribution to the academic mission of the University. It was particularly pointed out with the development of UDIT and its importance in The Learning Village that their needs to be faculty input on the evaluation of these administrators. In particular, ***Dr. Pestello or some committee representative should talk to Dr. Geiger about the faculty role in the evaluation of UDIT administrators as the job descriptions and structures are being created. This is likely to be the most important non-academic administrative role, as we move into full implementation of The Learning Village.*** Since this is a developing area, faculty should be concerned with the ways in which this unit will interface with faculty and the academic side of the University. The FAC will continue this discussion at the next meeting.

3. I-00-13—Faculty Workload Guidelines: Dr. Pestello informed the Committee that Ms. Beth Domholdt who is shadowing the Provost has offered to do some research on workload policies at comparable universities. Dr. Pestello accepted her offer. Dr. Pestello also suggested that we invite members of the Faculty Development Committee to talk about the work that they are doing with the ANAC data. Dr. Pestello will schedule this for a future meeting.

4. Dr. Pestello reported to the committee on potentially changes in benefits. There are no proposed major changes in benefits. The University is probably going to offer a free-standing Dental Plan with Delta Dental. The other impending change is the loss of the PPO option for health care. Although some employees want this option, the numbers are dwindling. The cost of this option is becoming cost prohibitive. The PPO option is less necessary not that Anthem provides for physician choice in the mid-option health care plan.

5. The committee adjourned at 2:05 P. M.

6. The next meeting of the Faculty Affairs Committee will be on November 1st at 1P.M. in Jesse Phillips 470. The committee will consider the Evaluation of Administrators Issue and the Faculty Workload Issue

at that meeting.