Faculty Council
College of Public Health and Health Professions
MPH Conference Room, HPNP 4142
Friday, June 17, 2016
12:00 – 1:00 pm

Minutes

Faculty Council Members Present: Tracey Barnett, Joel Bialosky, Amy Cantrell, Lori Altmann, Frederick Kates, Volker Mai, Consuelo Kreider, John Lednicky, Catherine Price
Others in attendance: Dean Michael Perri

1) Update from the Dean

An update has come down from Fair Labor and Standards defining who qualifies as a salaried and salary exempt employee. Previously, employees with an annual salary of < $24,000 were considered salary exempt. The new standards have increased the requirement to $47,500. This affects a significant number of employees within the University and will result in a significant cost. Consistent with our peer institutions, the University has decided to increase all post-doctoral fellowship salaries to meet the requirements for salary exempt status. Study principal investigators will be required to re-budget to accommodate the increase in salary of any post-doctoral fellows covered by existing grants by July 1, 2016. It is anticipated the NIH will adapt this new salary structure for future grant cycles.

Preparation is under way to release the results from the Climate Survey administered last Fall. The results will be incrementally released beginning with the general perception of the University with College and Department specific results to follow.

2) Incentive Plan

The issue of including Faculty teaching in self-funded programs in the incentive plan was discussed. The original plan was created prior to the existence of any self-funded programs and did not provide credit for these. The current system incentivizes faculty by considering the dollars generated by their individual teaching in comparison to the total dollars generated by teaching in the State system. Dean Perri recommended converting the dollars generated by self-funded programs to a single rate to be included in the total dollars generated by teaching in the state system while crediting employee with the individual dollars generated. This is considered a non-substantive change and will be implemented without a vote. Faculty Council was in agreement with this response.

3) Constitution language update
The Constitution will include both Faculty Council and Staff Council bylaws. Suggested changes include; in line with Section 2 “Faculty Rights” a “Staff Rights” section will be developed and added; the document will specify the Faculty Council Chair and Staff Council Chair will work together to present issues to the Dean; language acknowledging changes made at the University level will be implemented without requiring a vote; language specifying appointment of Emeritus faculty will be dependent upon a simple majority vote will be added. Staff Council is working on additions to the document and the suggested revisions will be brought to the Faculty for a vote once complete.

4) Committees – updates for 2016-2017

Tracey has sent e-mails to committee members and their respective Chairs who are coming to the end of their terms. It was reiterated appointment to committees is by a department vote with the exception of the Tenure and Promotion Committee for which Dean Perri may appoint up to ½ of the members, per the University constitution. Faculty Council members were reminded to continue to communicate with their Chairs and committee members who are eligible for re-election.

Meeting adjourned at 12:55 pm