SUMMARY
FACULTY COUNCIL (FC)
MPH Conference Room, HPNP 4142
Friday, October 27th, 2017, 12:00 – 1:00pm

Attendance: Dr. M. Perri, Dr. V. Mai, Dr. C. Price, Dr. F. Kates, Dr. S. Griffiths, Dr. C. Kreider, Dr. S. McGorray, Dr. W. McGehee, Ms. L. Guidi

1. Update from Dean’s Office and Ombudsperson/Grievance Procedures at PHHP
   a. Dr. Perri shared that the University ombudsperson is Dr. Kenneth Gerhardt. As a former faculty member for SLHS, Dr. Gerhardt understands the special issues that can occur within PHHP and can serve as the PHHP ombudsperson. If faculty from SLHS have a grievance, they may approach Dr. Mary Peoples-Sheps who will serve as the ad hoc ombudsperson.
   b. There will be a separate tab on the FC website where FC may direct faculty to ombudsperson. This webpage will explain their options. **AP:** Ms. Guidi will add a tab for faculty ombuds to the website. The webpage will define the role of the ombudsperson, list Dr. Gerhardt as the primary contact, list Dr. Peoples-Sheps as the ad hoc ombudsperson, and list availability.

2. Incentive plan improvement approach
   a. The incentive plan payout letters are being finalized and payouts will be included in December paychecks. The letters will be sent out before the next FC Meeting.
   b. A question was posted as to which incentive plan the faculty members are under. The current incentive plan is based on FY16-17; the incentive plan and any changes for FY17-18 is posted on the internet. **AP:** The FC is encouraged to look at the letters carefully and keep an open ear for colleagues’ questions.
   c. Salary increases have a dollar amount per department rather than a % basis to encourage fairness to all faculty members. There may be a need in the future to move towards a mixed model. Each college has a different approach. Bonuses are not allowed outside of the incentive plan. **AP:** This will be discussed at the next ELC meeting.

3. Open discussion
   a. The Family Picnic is scheduled for 11-10-17. Dr. Mai encourages the members to attend on behalf of the FC.
   b. The 60th Anniversary Gala is scheduled 1-27-18.
   c. Faculty are encouraged to set time aside during class and allow students 10-15 minutes to complete student evaluations to elicit a larger response (>50%). A larger sample typically means a more accurate and positive evaluation.
d. Faculty need to have classes observed for peer evaluations which are necessary for tenure and promotion. There is a standardized form that should be used. Faculty can video tape classes for later viewing if helpful.