1. Council agenda plans for 2018
   a. Initial agenda ideas:
      i. Congress’s new bill regarding tuition taxation
      ii. Dr. Kates’ idea regarding quality of teaching
         1. The current teaching evaluation models are student and peer evaluations. Student evaluations are currently the primary assessment tool, but this evaluation can be influenced by many factors. Peer evaluations can be skewed. We may want to look towards other methods used for teaching evaluation. The University is currently looking at options for alternative student evaluation systems.
      2. Dr. Young shared that as part of the Curriculum committee, they evaluate new courses. As many courses have been around for an extended time period, it would be helpful for them to also receive an evaluation. This could raise the bar regarding quality of teaching. Evaluation would look towards reducing the size of the course, assessing the resources given, and redesigning courses, if needed. The faculty council, blended learning task force, and curriculum committee could partner together in this evaluation process. Should there be an incentive for faculty who go through this evaluation process?
      3. Reputation is important when looking at quality of teaching. Students and word of mouth can be impactful on this reputation. An example is “Rate My Professor.” It is also important to have continuity on course instructor. When there is a rotation of professor it is hard to build a reputation. Professors also take more ownership in a course they have invested in and have become known for. New course designs are good as those who come with them have a passion for that course and/or subject matter.
      4. There is also the potential to form a committee to come up with “best practices.” They could utilize the infrastructure from Grants Core, or expand Dr. Hack’s area.
      iii. Give teachers an opportunity to share ideas which breeds enthusiasm.
   b. AP: The Faculty Council will consider ideas over the Winter break on potential agenda items for the Spring.
2. Update from dean’s office – Dr. Perri
   a. The pay raise pool for faculty has gone from a flat amount to a mixed model. Part of the rate will be fixed; part of the rate will be based on merit. The staff model will be similar. Dr. Perri has reviewed this model and made recommendations
     i. There is an ELC Retreat scheduled for Friday December 1, 2017. This retreat will focus on “smart sizing” the college. Some considerations that will be covered include: 1) Balancing out graduation rates (ex. PhD program has to graduate more than 5 students to be viable); 2) Focusing on smaller class sizes (<50 students per class); 3) Determining appropriate size for each program; 4) Supporting 11 new faculty positions based on the Provost’s initiative; 5) Comparative statistics to peer programs; 6) Enhancing the “quality of teaching.”

3. Ombudsperson web link update at PHHP – Dr. Perri provided an update on Dr. Gerhardt’s role as ombudsperson. Dr. Peoples-Sheps will be the backup person in case of conflict of interest.

4. Incentive plan – The faculty council members reported that few faculty had suggestions or comments on the incentive plan. Areas of improvement were suggested:
   i. Dr. McGorray suggested that service is an area of focus that should be rewarded. Service, however, is harder to measure so it would need to be operationally defined. There is a danger that some would only participate in service if there was an incentive. AP: Create a proposal relating to what an incentive would look like; limits could be set.
   b. Dr. Griffiths shared that clinical faculty may be less comfortable with the incentive plan for their work. Money collected varies on the area of expertise and meeting fiscal goals. There is quite a bit of impact on kinds of patients seen. The department chair is most knowledgeable regarding this and is the person to make that decision.
   c. Dr. Perri shared the idea to offer a larger incentive to fund a PhD graduate student
   d. There could also be an incentive plan for teaching to encourage faculty to cover a stipend or tuition. Typical startup packages for new faculty provide 2 years of student support.

5. Open discussion
   a. The next meeting is Friday January 26, 2018.