

Faculty Benefits Meeting  
November 9<sup>th</sup>, 2016  
SC 305, 3:15PM

**Members in attendance:** Qing Su, Amy Shay, Debbie Patten, Emily Shifley, Jennifer Kinsley, Charlisa Daniels, Alyssa Appelman, James Walden, Sue Griebing, Toru Sakaguchi, Kajsa Larson, David Dunevant, Deb Chilcote, Matthew Zacate, Melissa Moon, Yaw Frimpong-Mansoh, Lois Hamill, Jamey Strawn

**Call to order** –Adoption of the agenda, seconded, unanimous

**Approval of October 5, 2016 Minutes** –seconded, unanimous

**Discussion of subcommittee recommendations for Faculty Development Awards -**

Sabbaticals

24 available: 17 applicants, 15 were found acceptable and 2 were not recommended

-Brief discussion on the two that were not recommended, the subcommittee found those applications were simply not developed or did not have enough depth or specifics to fulfil the requirements for a sabbatical application

-This feedback will be available to the applicants if they contact Matthew to revise and resubmit next year. Perhaps we can add this option to their letters from the Provost.

Other discussion:

-Should the Benefits committee be concerned that this is the second year in a row that we have not used all the possible funds for sabbaticals, i.e. will those funds get taken away if we continue not to use them?

Motion to approve the sabbatical subcommittee recommendations to fund 15, seconded, unanimous

Summer Fellowships

15 available: 20 applicants, the subcommittee provided a rank order with 15 recommended to be funded, however they found that all 20 were acceptable and that the three just past the cut-off line would be especially nice to fund if possible

-Brief discussion on how the subcommittee determined their rank order list. The ones that did not score as well as the others had some minor problems, for instance parts missing (no references/CV, incomplete sections) or were applications that were following the format for the project grant rather than the fellowship.

Other discussion:

-Is there a chance to use 'extra' Sabbatical funds from this year to fund all the acceptable fellowships? Probably not as there is no official sabbatical budget

Motion to approve the summer fellowship recommendation to fund the first 15 with additional acceptable alternates ranked below, seconded, unanimous

## Project Grants

22 applications: The subcommittee provided a rank order list where 11 applications were recommended to be funded, 2 additional applications they would like to fund but did not have the budget to do so, and 8 were not acceptable for similar reasons as with the other Faculty Benefits awards not funded.

Other discussion:

Could we give them partial funding? Hard to know whether or not they would be able to complete the work

If the Department offered partial funding, this was taken out of the project grant's budget.

What happens if an individual applies for multiple Faculty Benefit awards, but only receives one or the other?

We do have instances of this

It may be nice to let them use funds from one award for the other (i.e. fellowship funds for project grant materials) for tax-purposes.

Otherwise, they just have to seek funds elsewhere.

Motion to approve the rank order of the Project Grant subcommittee to fund the first 11 grants, seconded, unanimous

## Discussion on asking for additional funding

Should we ask for additional funding? Yes!

The two project grants below the cut-off are both tenure track faculty.

The three summer fellowships below the cut-off include two tenure-track and one tenured faculty.

How much is too much to be asking the Provost?

Does the committee favor asking for the project grants over summer fellowships?

Mostly yes, a few could go either way.

Based on the demand/number of applicants for the project grants, we will try to fund more of them.

Formal motion to ask for additional funding for the two additional project grants, seconded, unanimous.

## Items to consider for next meeting:

Asking the Provost to provide permanent additional funding for Faculty Benefits

Previously there was not consensus about exactly what to ask for, for instance:

a. Funding for more awards at the same levels as now (i.e. additional \$6000 Project grants to be able to fund more 'acceptable' grants each year)

b. Increasing the amount of funding for the awards (i.e. \$8000 instead of \$6000 for project grants, or some other amount?)

c. Creating a new award specifically for Faculty travel as funds from Departmental sources are low/unavailable

The Provost did seem open to a request from the Benefits Committee

Maybe we could survey all faculty about what they would prefer in order to come to a consensus for a request

Making project grants available sooner – handbook revision

How decisions are made by HR? – especially about the health benefits, are there concerns from your colleagues?

Emeritus/retired faculty benefits

Tuition waver program

**Call to adjourn** – seconded, unanimous

Respectfully submitted 11/10/16