

## Faculty Benefits Meeting Minutes

September 1, 2021

Zoom Meeting

3:15p

Attendees: Charlisa Daniels (Chair), Paige Byam Soliday, Kalif Vaughn, Seth Adjei, Brittany Sorrell, Sukhee Kim, Vincent Owhoso, Crissy Ross, Zeel Maheshwari, Debbie Patten, Mike DiCicco, Xiaoni Zhang, Crystal Daugherty, Jamey Strawn, Boni Li, Jennifer Kinsley, Dhanuja Kasturiratna, Junko Agnew

Guests: Grace Hiles, Krista Rayford

Not Present: Brian Carlson, Jonathan McKenzie, JeeEun Lee, Joshua Elliot

Call to Order –Adoption of Agenda

The meeting was called to order at 3:16p

Approval of Minutes

This was overlooked. The committee will need to approve both the April and September minutes at the October meeting.

Welcome/Introductions

Benefits Committee Charge:

1. Review, evaluate, and make recommendations concerning those policies, procedures, and programs related to faculty benefits
2. Process applications of and make recommendations on candidates for Faculty Sabbatical leaves, Faculty Project Grants, Faculty Summer Fellowships, and other programs assigned by the Faculty Senate such as the Faculty Senate Scholarships

Selection of Secretary

A poll was administered. The Chair will notify the new secretary via email.

Faculty Development Awards Workshops Announcement

Chair asked committee to share with colleagues. Email announcement will come early next week, Monday, with the Zoom links. Save the Date went out on September 1<sup>st</sup>.

1. Overview of Faculty Development Awards to go over the types of awards, including requirements and conditions, the application process and timeline, and how the applications are reviewed

Wednesday, September 8<sup>th</sup> 2:30-3:30p; SU 109 (Hybrid format)

Thursday, September 9<sup>th</sup> 10-11a; SU 109 (Hybrid format)

2. Format of Faculty Development Award Proposals to go over the application format and review criteria in detail including frequently asked questions and common pitfalls

Wednesday, September 15<sup>th</sup> 2:30-3:30p; SU 108 (Hybrid format)

Thursday, September 16<sup>h</sup> 10-11a; SU 109 (Hybrid format)

Faculty Development Awards Office Hours (NEW)

Chair introduced the new addition as a way to mitigate some of the calls and emails that can flood the office at this time.

Friday, September 17<sup>th</sup> 2-3p Zoom

Monday, September 20<sup>th</sup> 2-3p Zoom

#### Brief overview of Faculty Development Award Process

Faculty Development Awards granted in 2020-2021

Fellowships: 20 applications; 19 Funded (out of 16 available)\*

Project Grants: 10 applications; 9 Funded (\$49,010.15 recommended budget)\*

\*Budget redistribution allowed due to uneven applications

Sabbaticals: 19 applications; 18 funded (out of 23 available)

Faculty Senate Scholarships: 7 4 applications; 2 [half] tuition awards and 2 book awards funded

1/2 tuition scholarship - **Isabella Bonner**, daughter of Nicholas Bonner; Faculty, Lecturer; Visual Arts

1/2 tuition scholarship - **Abby Strawn**, daughter of Jamey Strawn; Faculty, Professor; Theatre & Dance

1/2 book scholarship - **Elizabeth Meier**, daughter of Teresa Elliott; Faculty, Professor; Accounting & Business Law

1/2 book scholarship - **Emma Melvin**, daughter of Joy Melvin; Faculty, Lecturer; Nursing Undergraduate Studies

Current year's budget for 2021-2022 awards

Fellowships: 16 summer fellowships (\$6000 each -> \$96,000 total)

Project Grants: 11 full project grants ((\$6000 each -> \$66,000 total)

Sabbaticals: 23 sabbaticals available

Same budget as last year.

#### Timetable for Faculty Development Application Process

October 5<sup>th</sup> at 4:30pm –Applications due to Grace Hiles, Chair [and Dean, if applying for a Sabbatical]

October 12<sup>th</sup> -Chair [and Dean] forms are due to Grace Hiles

**November 3<sup>rd</sup> -Subcommittee reports due to Full Committee**

November 8<sup>th</sup> -Benefits committee finalizes recommendation

November 10<sup>th</sup> -Additional Benefits committee meeting to finalize recommendations (if needed)

December 1<sup>st</sup> -Full committee report to Provost

December 24<sup>th</sup> -Provost notification to applicants

Confidentiality of Sub-Committee Membership and Sign-up

A poll was administered for the committee members to rank the choices of subcommittee, indicate if they had conflicts of interest (a choice for 'none' needs to be added), and if they would like to be considered for Chairperson of a subcommittee.

## Guests

Krista Rayford, Staff Congress Benefits Chairperson (3:45p)

Krista introduced herself to the committee. She is Parliamentarian of Staff Congress as well as Chairperson of the Staff Congress Benefits Committee. She did mention that there has been some movement on the Paid Parental Leave policy.

## Old Business

Paid Parental Leave Policy

Chair could not fully elaborate due to confidentiality issues, but offered to answer any questions she could. None were asked.

## New Business

Survey of Faculty (to establish new goals/initiatives)

Chair is aiming to launch a survey in late Fall, after the FDAs have been evaluated.

## Future Business

Bruce Smith, Director of Benefits (guest at October meeting)

Chair shared that Bruce will visit next month to prep us for the Enrollment Period. Any questions that the committee and/or their colleagues have should be submitted to the Chair by September 30<sup>th</sup>.

Meeting was adjourned at 3:53p

## Future Meetings

Fall 2021 @ 3:15 via Zoom

- October 6
- November 3
- November 10\*[at chair's discretion]
- December 1

Spring 2022 @ 3:15 Room TBA

- January 12
- February 2
- March 2
- April 6
- May 4