FCBC Meeting

November 18, 2009

Faculty Attendees: Holland, Williams, Birckbichler, Hogan, Hashimoto, Hill, Herness, Stout

Other Attendees: Lewellen, Gast, Herbert, Bond, Fishman

Guests: President Gee, Provost Alutto

Introduction: Chair Holland reminded the group that the next meeting will be January 13th and to send Seth any suggestions for the quality of life survey

President Gee and Provost Alutto entered and here are some key comments and questions:

Provost: The annual FCBC report is helpful in that it helped give an historical documentation to justify faculty increases this year.

President: FCBC was very helpful in his last tenure

- He was the only university president who raised faculty salaries this year
- He said debating issues such as extra payments would be ‘damned foolish’ at this time and make us appear out of touch with the rest of the world
- Thoughts on comparison to other universities:
  - How do our salaries compare (actual reported salaries won’t reflect furloughs, etc.)
  - How many others are hiring or preserving jobs as well as we are

Provost: Suggested taking a look at cash bonuses strategy for faculty

President: His last tenure was when we started cash bonuses

- Larry mentioned that was when we convinced the state attorney general to allow cash bonuses
Larry also said winter quarter will be an important time to discuss STRS changes

President: Stated he always thought of FCBC being on the same side of the table, not in adversarial roles

Chair Holland asked how sets of policies will be administered

Provost responded that as long as each college is consistent with the principles they will be ok

President: He and the Provost have the role of setting the values and goals and to make sure there’s a common approach to them

Professor Hogan asked about the promotion and tenure

President Gee responded

1) as we move toward interdisciplinary working arrangements, how do we best break down the barriers and reward differently
2) how do reward people over time? We need to allow people to morph into other things, or nurture and encourage them

President Gee and Provost both said we need to recognize broader principles for growth rather than to box Associate Professors in so they can’t be promoted in the traditional sense.

After the President and Provost left Chair Holland asked how best to take changes and recommendations of the reward system to them

Professor Gerber responded that this might wait until next year with all the other priorities and initiatives going on

Vice Provost Williams stated that P&T needs to start with faculty but that “Full” Professors who came up through the traditional system might be more hesitant to change than faculty who are comparatively new to the system.
Professor Gerber mentioned that OAA did a career enhancement report a few years back that might be a helpful resource.

Professor Herness asked how committees communicate with each other.

Professor Gerber responded that there are over 20 committees, and that the committee chairs meet monthly as the “Faculty Cabinet.”

Vice Provost Williams suggested FCBC focus on a couple items, namely STRS and bonuses.

Larry mentioned that U of Michigan is reducing their health subsidy from 85% to 70%, which will be passed along to faculty.

NEXT MEETINGS:
- January 13th: Seth’s quality of life survey discussion
- January 27th: STRS discussion with Larry