May 2, 2014

Attendance: Steve Bale (Chair), Kristen DeMay, Damien Ennis, Gail Ferrell, Hugh Fraser, Jeff Olsen, Rebecca Porter, Rosemary Rinaldi, Dan Williams

Absent: Quan-Ping Chai, Phil Smilanick, Steve Streeper, Maria Teirumniks (excused)

Guests: Lee Bale, Fred Egenberger, Ron Marston, Rich Olson

Meeting called to order at 12:2 pm

1. Approval of Meeting Minutes From April 4, 2014

   The minutes were approved with the amendment that Dan Williams was not absent from the meeting.

2. Certificates of Appreciation – Chair Bale handed out certificates of appreciation to the committee members and expressed his gratitude for their support and participation on the committee.

3. Summer School – Chair Bale is in the mode of collecting data for the committee. He has had to obtain permission to acquire some of the information. This discussion will continue next Fall 2014.

   • Marie Murgolo-Poore has sent an email to Chair Bale stating that they have changed the census date to three days before the start of classes. This will be before the purge of students, which benefits faculty

   • Chair Marston pointed out that, if a Department Chair does not have a confirmed teacher already scheduled for a class, holding the census on the first day of class could potentially put the Department Chair in a bind as they scurry to find a teacher. This should not be a problem if the Department Chair has planned and prepared.

4. It was noted that Summer School pay is currently 1.87% of the faculty member’s current salary, but that payment can then be negotiated down, depending on the number of students enrolled in the class and whether there are

   • Zero-Rank Faculty – The committee discussed the pros and cons of being a zero-ranked faculty member. Rich Olson and Fred Egenberger stated that they believe we have approximately 4-5 zero-rank faculty on campus.

   • It was pointed out that zero-rank faculty are not tenured, but they do qualify for merit pay. They have the same obligations as tenured faculty and are considered permanent employees; however, they do not have the same due process that tenured faculty are eligible to receive.

   • The committee expressed interest in the “hard-to-hire” list. Chair Bale said he would obtain a copy of this list and bring it to the next committee meeting in Fall 2014.

The meeting adjourned at 12:55 pm