

## AGENDA

1. Welcome
2. Approval of the minutes for April 4, 2013.
3. Updates:
  - a. Elections during the Faculty Meeting on April 30
  - b. Faculty Committee Preference Form and Committee Assignments - Connie
  - c. More complete written policy regarding students who repeatedly violate the honor code
4. FYI: Forms to evaluate governance committee Chairs and members of governance committees
5. FYI: Faculty salary issues
6. Recommendation to Provost regarding emeritus status of retiring faculty members
7. Election of Senate Executive Committee for 2013 – 2014 – When?
8. Faculty Handbook Revisions - Doug
9. Adjourn
10. Next meeting: TBA

## HEADS UP

A number of librarians around the age of 65 have received a special retirement package offer from Catawba College. They have until the end of May to make a decision.

The concern is why did they wait until so late (end of April) to offer this option? Why wouldn't that have happened in the fall, for example, to give them time to think? Also, is this offer an ultimatum? Take it now or you won't get the same offer in the future?

Also, there are faculty that have gotten the same letter without any consultation with department chairs. There's a potential that some documents could be out a professor without anyone to cover their sections.

Another read on this situation – part of this could be in response to the loss of retirement benefits. A way to make up for cutting benefits... It's an attempt to do something positive, but the timing isn't perfect. That said, however, not many people are likely to take this option because it's not that sweet of an offer.

## MINUTE APPROVAL - APPROVED

## UPDATES

Elections – April 30

Lynn has ballots for the faculty senate elections prepared.

Right now, we have one candidate for full.

### Committee Preference Form/Assignments

The forms from the faculty have been received. It looks like almost everybody who can be fit in for their first preference.

### Honor Code Policy

This committee met and looked at some policies and procedures. The revision is in process.

There is some discussion about “chains of command” and “rulings” for violations that may need to be cleared up as they forms are revised.

Decision: Send Sue’s forms and Margy’s forms to the Dean of Students and allow them to work out revisions.

### **FYI – COMMITTEE CHAIR EVALUATION FORMS**

Reminder: Get your evaluations in to Lynn Bolter by Friday.

### **FYI – FACULTY SALARY ISSUES**

We are severely underpaid compared to other institutions – for example, we’re all paid about a position level less than our aspirant institutions. An associate at Catawba, for example, makes what an entry-level assistant at Wofford makes.

We are on the upswing in terms of enrollment and retention which suggests that our benefits might be reinstated and salaries raised. Until then, it’s up in the air.

### **RECOMMENDATIONS TO PROVOST – EMERITUS STATUS**

Who grants emeritus status to retiring faculty? The recommendation goes from the Provost to the Board of Trustees.

Perhaps, the senate should start the process for faculty emeritus...

Jim Beard and Cindi Osterhous are retiring...

Lyn remembers being told that faculty have to have served for 15 years to receive Faculty Emeritus. Two administrators have said since that’s not in the handbook then it isn’t enforceable.

MOITION: Beard and Osterhous are recommended for Emeritus.

#### **ELECTION OF SENATE EXECUTIVE COMMITTEE 2013/14**

After the election on Tuesday, we have to elect the executive committee. When can we hold those elections? Let's hold a quick faculty senate meeting after the meeting to do this election.

#### **FACULTY HANDBOOK REVISIONS**

Quick compilation of Phase 2 issues about the Handbook.

#### **ADJOURNMENT**