Attendance: Myrtho Blanchard (ex-officio member), Laura Jean Bhadra, Phoebe Brackett, Jami Bryan, Bruce Carroll, Julie Dyer, Charles Errico, Miguel Angel Garcia (ex-officio member), Theresa Hall, Tanya Kern, D. Dee Martin, David Mastropaolo, Nan Peck, Tonia Rodgers, William Schran, Ruth Stanton, Jenny Sullivan, Dwayne Treadway, Kathy Weiner and Johanna Weiss.

I. Approval of September Minutes – Julie Dyer presented the September 23 committee minutes. They were reviewed and it was noted that under section VIII. New/Old Business, counseling would be added so that it would read “the ability to hire professional P-14’s (needed in the library and counseling), …” A motion was made to approve the minutes as modified. It was seconded and passed unanimously.

II. Vice President’s Report – VP Garcia noted that the state had approved a 3% bonus for salaried employees. The majority of the bonus (66%) is being funded by the College. To be eligible you must have been employed by June 1, 2010 and still be on the College payroll as of December 1, 2010.

III. Chair’s Report – Dr. Errico, Chair, reported Dr. Templin had requested a summer pay proposal. The plan will be presented to the College Senate and, if approved, it will then be presented to the Administrative Council.

Dr. Errico went on to announce that notices announcing the President’s Sabbatical have appeared in several issues of the Intercom, and applications are being received. Dr. Errico briefly noted the requirements, and faculty members were asked to encourage their colleagues to write proposals as a good and competitive applicant pool is desired. The deadline for proposals is December 1. The Faculty sub-committee will meet in December to review applications for the award and make recommendations to the president.

IV. Vice-Chair’s Report – Julie Dyer, Vice Chair, reported that the notice for the Classified Emeritus Staff Award had been posted several times and that this year every aspect had been completed electronically. The VCCS has received 29 recommendations.

V. VCCS-29 Recommendation – David Mastropaolo reported on the VCCS 29. He noted that he studies and reviews transcripts to determine eligibility. He reported that there are cases where individuals are eligible with contingency, outright eligibility and not eligible.
He indicated that the granting institution is the only one that had the authority to determine eligibility. The committee agreed to reaffirm the current policy noting that they prefer the College to err in favor of its employees noting that it is the responsibility of the person applying to secure the proper documentation to prove that they have the necessary credits.

The committee supported the policy of counting those graduate semester hours toward promotion that a faculty member earned after degree requirements had been completed rather than after the degree was conferred.

VI. Summer Stipend Recommendation – The present summer pay proposal was presented.

   The proposal recommended the following:
   
   • No further erosion of summer pay below six (6) hours.
   
   • The opportunity for faculty to earn more hours (8) at full pay through faculty advising. These eight hours could either be in the classroom or a combination of six teaching hours and two hours of structured faculty advising.
   
   • Program heads and assistant deans should receive stipends or release time for administrative service. The College would distribute these funds to provosts based on the size of their campuses; they would then distribute them to their deans based on the size of their divisions. Since summer workloads change from year to year, not every assistant dean and program head would receive a stipend.
   
   • Faculty can earn additional pay at the overload rate up to 13 hours. Hours 9 to 13 would be at the overload rate.

   It is the Committee’s position to move forward to a pay structure that is more equitable in the future when the economy recovers.

VII. Summer Pay Recommendation – This was addressed in the summer stipend discussion.

VIII. Awards Luncheon Recommendation – The committee discussed gift certificates or other gifts that recipients might receive at the Awards Luncheon. The committee was divided on this issue, but did make two other recommendations:

1) The luncheon be on a Friday when most faculty are not obligated to teach classes. There was even a discussion of an evening dinner rather than a luncheon. Having the luncheon on a Monday through Thursday date probably means that at least half of the faculty will not be able to attend.

2) The committee also recommended that recipients be allowed to bring a guest without an additional cost.
IX. **Compensation/Salary Equity** – This item was not addressed.

X. **Adjunct Pay Periods** – This item was not addressed.

XI. **P-14 Hires** – This item was not addressed.

XII. **Classified Staff Survey** – This item was not addressed however in an email from a committee member after the meeting she noted that after completing classified staff evaluations recently she became aware that several classified staff were very unhappy with the fact that there are only three EWP performance evaluation ratings: 1. Extraordinary contributor; 2. Contributor; and 3. Below contributor. They perceive this as a situation where one has to be excellent, average or bad. She would like to have this item addressed at a later date.

XIII. **New/Old Business** – There was no new or old business discussed.

XIV. **Adjournment** – There being no further business the meeting was adjourned.