Compensation & Benefits April 2020 Report

Due to the COVID-19 Pandemic, the Compensation & Benefits (C&B) committee decided not to meet. On April 27, 2020 Michelle Husbands, the Chair of C&B committee sent an email to all committee members requesting the review and vote (via email) regarding the disbursement of Professional development Funds (PDFs). Three (3) applications were received and eight (8) “yes” votes; zero (0) “no” votes; and two (2) C&B members did not vote. For Spring 2020, three (3) applicants were awarded $300.00 each. The applicants have been informed via email and the signed applications by the Chair of C&B have been forward the to the appropriate department/personnel. Six (6) awards were given for a total of $1800. Due to the COVID-19 pandemic many spring conferences and professional development opportunities were cancelled or postponed, travel was curtailed, and all budget expenditures limited to essential needs.

Overview for academic year 2019-2020

The C&B committee met on a regular and subdivided to review and edit an assigned section of the Faculty Workload Policy 5.21. In February 2020, Michelle Husbands (C & B chair), Eleanor O’Donnell (and George Kleeb (Faculty Senate Chair) met with the Deans, the VPSAA and VP of Business Affairs to present the most updated revision of the Workload Policy 5.21. The positive outcomes of meeting were 1) the establishment of open communication between the C & B committee, the Deans and Vice Presidents regarding policy 5.21 and 2) the need to schedule a meeting with Sheri Baker, Human Resources and Sonja Sibert, VP of Business Affairs to further revise the policy.

In November 2019, the C& B committee members met to review and vote on the disbursement of PDFs. Three (3) applicants were selected and received $300.00 each for Fall 2020

In March 2020, Michelle Husbands (chair), Dr. Tami Mette and Eleanor 0’Donnell met with Sheri Baker, Human Resources and Sonja Sibert, VP of Business Affairs to further discuss/revise the policy. The primary focus of the discussion involved online multipliers and whether to base online multipliers on workload versus enrollment numbers. Recommendations included:

1) the C & B committee to meet by late March
2) subcommittees to complete their revisions to their assigned sections of the Workload Policy 5.21
3) C & B committee to outline proposals pertaining to online multipliers in order to move towards a future action step
4) provide the Deans and VPSAA draft revision of the Workload Policy 5.21 for their review.
5) revise timeline for Policy 5.21 implementation

* Late March 2020 - C & B committee to meet with subcommittees completing proposed revisions to their assigned sections of the Faculty Workload Policy 5.21
* Mid-April 2020 – Draft revision of the Faculty Workload Policy 5.21 policy to be presented to C & B committee members.
* Late April 2020 – Provide draft revision of Faculty Workload Policy 5.21 to the Deans and VPSAA for their review.
* Fall 2020 – bring final draft revisions to faculty Senate for review.