Faculty Affairs Committee

Date: 24 September 2014

Meeting opened at 6:00 p.m. in the conference room off of McAllister’s

Attendance: John Baur, Sunil Chebolu, Dan Holland, Martha Horst, John Huxford, Sherri Replogle, Susan Thetard, Leah Rolando, Frank Cassata

Absent: None

Guests: Tammy Carlson – director of Illinois State University Human Resources

Call to Order: Senator Horst, chair, welcomed everyone.

Minutes of the meeting on September 10, 2014 were approved.

Pension/Sabbatical Issue

Ms. Carlson led a follow-up on how sabbaticals may affect income and retirement. She explained various types of retirement plans and how sabbaticals close to retirement age may diminish the payout from these plans.

The committee discussed the issue regarding when a faculty takes a full year of sabbatical, which would make a leave of exactly 50%, close to the year when they retire.

The language on the Portable and Traditional Plan defines a Leave of absence as “greater than 50% but less than 100%.”

Ms. Carlson reported that U of I may record a leave of absence of 51% so that its faculty would qualify for benefits received if taking a “leave of absence,” as defined above. Senator Horst asked if Human Resources could investigate the U of I policy, and Ms. Carlson agreed to do this.

Ms. Carlson also reported that SURS extrapolates the part-time sabbatical salary to a full time amount when calculating retirement benefits. Thus, the concern that last few years of employment (which, typically, are at the highest salary rate) would not be counted was mitigated.

Senator Huxford pointed out that faculty members need to be educated on the potential pitfalls of taking a sabbatical too close to retirement age.

Senator Horst suggested that wording on the potential impact of a sabbatical close to retirement could be put into the Sabbatical Policy. The committee agreed to review this policy once it receives a final report from Human Resources on this topic.

Senator Thetard also recommended that we check on what a faculty member receives and fills out prior to taking a sabbatical; we could possibly update these documents as well.

Senator Horst will check with Sam Catanzaroto find out what information the Provost Office provides, and what the application form states. Information regarding this issue could be conveyed to faculty through these forms and portals.

Athletics Council Report

Discussion was held on the review of the 2013-14 Athletics Council Report. All concurred it was clear and all felt it should be forwarded to the Executive Committee (noting there are typos).

Honorary Degree Selection Policy

John Baur suggested the following recommendation, pending the approval of President Dietz.

* + - Recommended change: The President of the University will name the Distinguished Professor and the faculty member at large. The Associate VP of Graduate Studies and Research will serve as the chairperson of the committee. ~~and one of the member of the committee as Chairperson~~.

Spousal Hire Policy

Senator Chebolu and Senator Horst reported on their findings. Senator Horst suggested the committee members all begin to look at position papers and ideas on this topic to continue this discussion. Senator Holland expressed that this would be something a new provost would be need to address. Senator Horst recommended we table discussion until a later meeting. Senator Chebolu suggested we ask Long Term Planning to simultaneous look at this as we continue our discussion.

All agreed to table the issue while simultaneously asking Long Term Planning to also consider addressing this issue in its annual report.

Meeting adjourned at 6:48 p.m

Susan Thetard

Secretary FAC