

Sixth Meeting of Administrators with Faculty Handbook Committee Members
Tuesday, April 25, 2006

Sally reported that she had forwarded a draft of the revised language for the Faculty Handbook that reflects the new deadlines to David LaGuardia to share with Fr. Niehoff. She also referred to the draft she had e-mailed to the group which reflected the current annual faculty evaluation process which removes tenure and promotion from the process. This would be a replacement for the text in the present handbook which deals with evaluation which appears on p. 18.

Klaus Fritsch agreed with Bob Kolesar that the language of this draft seemed adequate, but there remains a need to say something about tenure and promotion if we are going to remove them from this statement. After some discussion, it was decided that Linda Eisenmann would prepare a paragraph detailing the Evaluation for Tenure and Promotion process that would stipulate that Guidelines in Appendix M should be followed.

Sally asked what was next for the group's consideration. Bob Kolesar responded that the two additional items that Fr. Niehoff asked the groups to consult about were fringe benefits and clinical faculty. Lisa Mencini spoke to concerns about sharply rising medical costs which place an increasingly large strain on university finances. In her conversations with Fr. Niehoff she spoke about the need to adjust employee contributions without a time consuming process which required amending the Faculty Handbook. She indicated that no other AJCU school has the protections about changing fringes that our Handbook affords the faculty.

Faculty members at the table expressed the belief that given a reasonable explanation for necessary changes to medical cost sharing, that is, an increase to faculty premiums, the faculty would most likely respond affirmatively. This would be especially true if they believed that forgoing salary increases might be a consequence of turning down such a proposal. Dwight Hahn suggested that John Carroll University use its influence to be an effective lobbyist for national health care reform instead of simply passing on costs to employees. Others suggested that the three-year process that was required to make the last changes to the plan involved a complete overhaul of the packages. There seemed to be agreement that changing benefits for each new group of hires would be unwieldy for Human Resources and a disincentive for attracting the best faculty candidates.

We will look at this issue in the fall. At that time, Lisa will provide information about fringe benefits at other AJCU schools.

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Recorder