

Chemistry Department

Academic Staff Committee Meeting

7108 Shain, 12:00 pm on November 7, 2017

Committee Members:

Barta,Cheri	f	Undergraduate Research Coordinator
Bates,Desiree	f	Computational Chemistry Leader
Drier,Tracy	m	Master Glassblower
Driscoll, Kayla	f	Assistant to the Chair
Guzei,Ilia	m	Dir XRay Lab - CIC
Reitz,Tracey	f	Faculty Associate - CLC
Sanders,Matt	m	Executive Director
Schwartz,Michael	m	Director - Sustainable Nanotechnology Center
Shanks,Robert	m	Senior Instrument Technologist

Highlighted members were present at the meeting.

Committee Charge

The charge of the committee is to coordinate award nominations AND serve as a forum for addressing other issues of concern to the respective constituencies. As Executive Director, Matt Sanders will be an ex officio member of the committee and will be liaison to the Finance Committee.

Agenda

1. Committee membership. Tracey/Amy Tatarsky.
2. Update from the L&S Academic Planning Council. Charlie Fry.
3. Update on the CCF. Pat Egan.
4. Academic Staff lunches. Desiree.
5. Chemistry Conversations. Ilia.

Minutes from the November 2017 meeting (thanks to Mike)

L&S Academic planning council.

- Clark Landis and Charlie Fry are two current representatives from chemistry, but they will be stepping down, so looking for other chemistry dept. representatives.
- Meets every two weeks, direct access to Dean Karl Scholz.
- Does program evaluations, such as Center for Humanities, changing name for Dept of Zoology, etc.

Dean's listening sessions

- Talked about compensation exercise.
- Stated optimism for bringing compensation up to date.
- There will be an increase in enrollment (~15% in chemistry).
- There has been an increase in web-based revenue.

Kayla

- Diversity forum workshops – Kayla recommended attending, said they are really well done.
- Department wellness program (presented to climate committee?) moving ahead.
- Trying to coordinate similar committee meetings so there isn't too much overlap.

Reporting

- There will be performance reports approximately in December and May.
- Goal-setting conversations start early (now) so that uploading it isn't all put off until December.
- May report is a summary (progress to date?).
- There will be additional department sessions to train people, will do them on request.

Critical Compensation (Pat updated committee)

- Decisions were made for who will receive compensation or bonuses this year, to Finance Committee 11/8.
- Based decisions on what happened over the last 10 years. Most people in department should have adjustments last year or this year.
- Average compensation is 3%, but larger increases mean that fewer people will get adjustments.
 - There were some title inequities that needed to be accounted for, which comes from total available compensation.
- There are also one-time bonuses based on a fund provided by having extra credits during summer session (\$300 per credit). Some people who couldn't be compensated this year got these.
- Changes go into effect Jan 1, expects people to know by mid-December.

The committee recommends the department to announce staff promotions when info becomes available.

Amy Tatarsky will be joining the Academic Staff Committee.

Next Chemistry Conversations will be Nov. 15 – Frank Weinhold, Andrew Buller, Martha Vestling.

Next staff lunch will have a Thanksgiving theme.