

Faculty Assembly Meeting Minutes

Tuesday, April 25, 2017, 3:00-4:30 PM

East Academic Building 252/263

- I. Meeting called to order by Faculty Senate President Gary Renz.
- II. Announcements: None
- III. **Approval of Salary and Fringe Benefits Committee-Administration Proposal for Academic Year 2017-2018.**

G. Renz presented the Salary and Fringe Benefits Committee-Administration Proposal for Academic Year 2017-2018 to the Faculty Assembly. Provost Schuster answered questions from the faculty and spoke about the compensation agreement in general. Provost Schuster reiterated the financial challenges facing Webster University due to declining enrollment and budget. Provost Schuster said Webster wants to address external benchmarking issues when it can. The Provost said 11 faculty members appear to be presently under compensated and this will be rectified. Provost Schuster said he would be speaking with the Board of Directors on May 1, 2017 regarding this compensation agreement and other issues.

After discussion, the Faculty Assembly unanimously approved a motion by Vicki Coopmans, seconded by Kelly-Kate Pease, accepting the following Salary and Fringe Benefits Committee-Administration Proposal for Academic Year 2017-2018 in its entirety.

Faculty Salary & Fringe Benefit Committee - Administration Agreement for Academic Year 2017-2018

Compensation

- Faculty salary increase of 1.5% for stasured/status track faculty members who have achieved satisfactory performance according to the performance pay model.

Salary Benchmarking

- The Salary & Fringe Benefit Committee will make a formal recommendation with regard to benchmark adjustments once the recently completed benchmark study results are provided for its review. This review is continuing and results forthcoming - we anticipate starting to make adjustments in the near future.

Professional Development/Travel & Research Grant Funds

- Maintain the Professional Development and Travel Funds (PDTF) at the level of \$3,100 per full-time stasured/status track faculty member. The current guidelines, established during the 2015-2016 SFB agreement, will

remain in effect.

- Maintain the Faculty Research and Special Projects Program funds at \$110,000.

Computer Replacement Policy

- Status and status-track faculty members' computers will be replaced every 3 years with their choice of a laptop or desktop computer. Faculty members can opt out of the replacement program if they do not want a new computer.

Adjunct Compensation & Fringe Benefits

- Adjunct compensation will remain at the current level. The administration and salary and fringe benefit committee will continue to examine adjunct salaries each year.
- The administration will increase the Adjunct Research and Professional Development fund from \$15,000 to \$20,000. Adjunct faculty in the United States, after completing teaching 27 credit hours or 3 years with Webster (defined in accordance with University policy), are eligible to apply for a \$1,000 maximum award for research funds, conference travel, and/or professional development. The application process will be similar to that which is currently in place for Faculty Research Grants.
- Adjunct Parking. Adjuncts will continue to be able to park for free at the Webster Groves campus (with a valid permit) through the summer of 2018. The parking policy for adjuncts will be reassessed and announced prior to the beginning of the Fall 2018 semester. *[Note: The original document incorrectly said the date was "Fall 2017," so this is now corrected to correctly state "Fall 2018." This does not change the meaning of the provision.]*

IV. Questions and Answers During the Faculty Assembly Meeting

- Do all adjunct instructors, including those teaching during the day, get free parking? Provost Schuster: The provision applies universally to all adjunct instructors whether they teach during the day or evening.
- How long has it been since adjunct instructors received a raise? Provost Schuster: 4 years.
- If there is no extraordinary merit pay, why is there performance pay in the proposal and why go through all the paperwork associated with performance pay? G. Renz: Performance pay for satisfactory performance was approved by the Faculty Assembly several years ago and is still in effect. To get the 1.5% raise in this proposal, a faculty member must be rated as "satisfactory" in his or her performance, which is the requirement under the performance pay agreement. Extraordinary merit compensation is a different issue and is not relevant to this proposal.
- What is the timeline for external benchmarking? When will the review be finished and a decision made? Jeff Carter: We do not know. G. Renz: Implementation will depend on the when the faculty can see the plan and Webster's financial situation.

- What is the status of the proposal to reduce the undergraduate credit hour requirement from 128 to 120 credit hours? G. Renz: The task force is presently working with the administration to get information on the proposal's financial impact and the number of students affected by the proposed change. Although Dan Hellinger is retiring this year, he will teach as an adjunct instructor and continue to work on the proposal with other members of the task force and administration. We will discuss the matter again in Fall 2017.
- If there are going to be budget cuts, where will they come from? G. Renz: Under the approved budget, approximately \$12 million in expense reductions are anticipated. Some reductions will come from retirements and not replacing people, but more will be needed from other sources. The faculty needs to work collaboratively with the administration concerning the reductions. G. Renz said there will be fewer reductions if Webster can exceed the projected tuition revenue and become more efficient in its instruction, such as increasing the section yields, and other operations. G. Renz hopes the newly created Finance Advisory Committee and the Marketing Advisory Committee will help the faculty and administration work together. However, each committee only met once this year and he will try to get the committees to meet more often during the next academic year.

Meeting adjourned: 3:42 p.m.