

Special Faculty Assembly Meeting Minutes

Thursday, May 10, 2018, 2:00 – 3:00 p.m.

Community Music School Auditorium

I. Meeting called to order by Faculty Senate President Gary Renz. There were no announcements.

II. Presentation by Debbie Psihountas on behalf of the Salary and Fringe Benefit Committee

D. Psihountas explained the Faculty Salary & Fringe Benefit Committee's Proposal for Academic Year 2018-2019 (*The full text of the proposal is Attachment A*).

1. She said they decided that since there is a dire financial situation concerning the University, they proposed a 0% raise for the first time in the Committee's history. They expect all university employees to share the same sacrifice, including staff, faculty and administration.

2. She explained they proposed that Professional Development/travel and research grant funds will be maintained at \$3,100 per full-time statused/status track faculty member and that these funds may be rolled over, if unused, for up to another 12 months. Faculty are to work with Deans to arrange for usage of those funds. In addition, the Faculty Research and Special Projects Program funds will maintain funding at \$110,000.

3. The TIAA retirement contribution plan will remain the same with the university matching up to 9.5%.

4. The Committee proposes that S&FB will be included and involved in any future methodology concerning benchmarking and competitive faculty salaries initiated in the MERCER report in 2010. Discussion and analysis is to commence no later than September 1, 2018 and be completed by December 15, 2018.

After the presentation by D. Psihountas there was a question and answer session. The questions and answers are below. (*Q=Question; DP=Debbie Psihountas; DO=Doug O'Bannon*)

Q: Mercer put some faculty in a lower pay bracket than others. B. Schmutz found 11 people that were far under paid. Has this been taken care of?

DP: It should be corrected this year but she does not know which departments the people are located or even if they are still with the university.

Q: What is happening with retirement for staff?

DP: Their retirement will be maintained for this year.

Q: Will there be money in the budget for everyone to use their PD funds of \$3,100?

DP: Yes, there is enough money for all eligible faculty members to use \$3,100.

- Q:** HR should notify the people getting raises to minimum levels by offering them contracts immediately. Confidentiality is working against us.
- Q:** If everyone is receiving 0% pay increase and there is shared responsibility, will that include bonuses?
- DP:** There are no promises that bonuses will not be given because S&FB was told that is the Board's decision.
- Q:** It is immoral for the administration to accept bonuses and raises when no one else is getting either.
- Q:** In the Counseling Department, faculty are paid more than at extended campuses. Is anything being done to fix this disparity?
- DP:** I have never heard about this. It definitely needs to be addressed next year in S&FB.
- Q:** If the Board decides to give bonuses, can the faculty please know why? Faculty deserve to know why some are getting bonuses and other get cuts. This needs to be talked about more loudly and more publicly.
- DO:** S&FB have addressed this with the administration and they will not talk about it. It is on next year's schedule to be brought up again.

By oral vote, a majority of the Faculty Assembly present at the meeting approved a motion by R. Olliges, seconded by S. Cummings, to accept the Joint Administration and Faculty Salary & Fringe Benefit Committee's Proposal for Academic Year 2018-2019 (See Attachment A). There were three votes against the motion.

III. Presentation by G. Renz of the Agreement on Implementation Teams' Membership and Faculty Approval of Changes

Provost and Chief Operating Officer Julian Schuster and Faculty Senate President Gary Renz discussed their agreement in principle that the Faculty Senate and the faculty will play significant leadership roles on the steering committee's "implementation teams" when the teams will make decisions affecting academics broadly defined, such as academic programs, curricula, course offerings, course scheduling, and faculty positions. Their agreement consists of the following key points: *(See Attachment B for the full text of the agreement.)*

1. The Faculty Senate President will be a "team leader" on implementation teams that affect academics, perhaps working with other co-leaders of the teams.
2. The Faculty Senate and/or Faculty Senate President will formally appoint faculty members to the implementation teams that affect academics. These members will represent their schools and colleges and all schools and colleges will have representation on these implementation teams affecting academics. When departments are directly affected by decisions, the team leader(s) will also ensure that those departments are represented in the

implementation process at the appropriate phase of the implementation team process.

3. The faculty members appointed to the implementation teams will be drawn from the volunteers who submitted their names through the steering committee website or other forms of self-nomination, as well as requests by the Faculty Senate or Faculty Senate President to individuals asking them to participate on the implementation teams. We will seek to ensure balanced representation on the implementation teams, although the number of team members has not been determined yet.
4. No changes affecting academics will be made without faculty participation and the due diligence process.

After the presentation by G. Renz there was a question and answer session. The questions and answers are below. (*Q=Question; GR=Gary Renz; JS=Julian Schuster; RR=Rick Rockwell; DO=Doug O'Bannon*)

Q: Exactly what is and isn't being implemented on through these teams?

GR: Some teams are very specific in their goals and other teams are very vague at this point.

JS: There are items going to be implemented in a short period like the cell phone stipend will be done away with.

Q: What is the role of the Teams' insights?

JS: The insights will be tabulated but not all insights will be utilized.

Q: Does the Faculty Senate President have the ability to appoint others if he/she is a Team Leader and to appoint others into the Team Leader position?

JS: Yes, of course.

Q: What is the organization process of these Teams?

JS: The Implementation Teams will be equipped with data, which will stimulate discussions. The ultimate goal is to see if we can do things in a better and more efficient way.

Q: I am very sceptic of committees. I have been on committees whose findings have not been paid any attention.

JS: I have always wanted faculty input. I understand that some initiatives have been overlooked. This exercise (Implementation Teams) represents a strong desire to turn the university around.

Q: We would like an extension on today's deadline to sign up for the Implementation Teams because we were waiting for this meeting and direction from G. Renz.

GR: I have heard talk of boycotting the Implementation Committees. I don't condone that.

JS: I will advocate for extension, but it will not be a long extension.

- RR:** The best thing to do is send Gary an email if you want to be part of a committee.
- GR:** Send me an email. I will send out an email with a list of Academic v. Non-Academic committees.
- Q:** What influence of the money situation will affect the home campus teachers teaching overseas?
- JS:** On June 7, there is a Board retreat concerning performance from financial standpoint of ALL campuses. Whenever financially viable and will benefit students, we will continue these practices. However, we need to be prudent and frugal with the budget. We are under pressure to economize everything we do. Travel will be affected. We need to find money somewhere else and we have made a commitment to the Board to find more money. We are not, however, going to cut military and International.
- DO:** We don't need to open new campuses. We need to get more students at International campuses.
- Q:** What is the timeline for the Implementation Teams? When will they start working in earnest? When will we find out the outcomes – next academic year, the following year?
- JS:** They will start working over the summer. Some things will require more deliberation and true shared governance. We will know more in the weeks to come.
- Q:** What day can we expect to have contracts and what is the turnaround time?
- JS:** I think the deadline is May 31? This is a question that Steve Winter needs to answer.
- DP:** I will try to find out and get an email out.
- Q:** I would like to know that everyone is receiving a contract the same day and that there are no terminal contracts.
- JS:** Whether or not someone is getting a terminal contract is a Dean's decision.
- Q:** What is the financial shortfall now that TIAA retirement is not being changed?
- JS:** \$300,000
- Q:** At least one third of that shortfall could be made up if administration told the Board NO THANK YOU to raises and bonuses.
- JS:** I hear you, but I can't talk about that.

Gary Renz concluded by saying that there is still much work to be done on the implementation teams. If any faculty member wants to be on an implementation team, she or he should respond to the email Renz will send out.

Meeting Adjourned: 3:04 p.m.

Attachment A

Faculty Salary & Fringe Benefit Committee

Proposal for Academic Year 2018-2019

Compensation

- Faculty salary increase of 0%, recognizing the current dire financial situation at Webster and under the assumption of the same shared sacrifice by all university parties: faculty, staff, and administration.

Professional Development/Travel & Research Grant Funds

- Maintain the Professional Development and Travel Funds (PDTF) at the level of \$3,100 per full-time statused/status track faculty member. The current guidelines, established during the 2015-2016 SFB agreement, will be modified to include the ability for faculty to roll over unused funds for up to 12 months to allow use for a more expensive conference or project. These funds will be reserved for that faculty member to use within 12 months, and faculty will work with their chairs and deans to make arrangements to use their funds within the 12-month extension period.
- Maintain the Faculty Research and Special Projects Program funds at \$110,000. (*Note: this amount was later corrected to be \$120,000*).

TIAA Contribution and Match

- The university match will be maintained at current levels.

Benchmarking and Evaluation of Compensation & Fringe Benefits

- The Salary and Fringe Benefits Committee is to be involved in future evaluation and revision of the methodology for determining external competitiveness/benchmarking of faculty salaries initiated in 2010 by Mercer and continued in recent years by former VP of HR B. Schmutz. Discussion and analysis to commence by September 1, 2018, with a goal for completion by December 15, 2018.

Attachment B

Agreement on Implementation Teams' Membership and Faculty Approval of Changes

Provost and Chief Operating Officer Julian Schuster and Faculty Senate President Gary Renz have agreed that the Faculty Senate and the faculty will play significant leadership roles on the steering committee's "implementation teams" when the teams will make decisions affecting academics broadly defined, such as academic programs, curricula, course offerings, course scheduling, and faculty positions.

Although we have not decided on the all specifics of the faculty's role and the team processes, the key points of agreement are:

- 1) The Faculty Senate President will be a "team leader" on implementation teams that affect academics, perhaps working with other co-leaders of the teams.
- 2) The Faculty Senate and/or Faculty Senate President will formally appoint faculty members to the implementation teams that affect academics. These members will represent their schools and colleges and all schools and colleges will have representation on these implementation teams affecting academics. When departments are directly affected by decisions, the team leader(s) will also ensure that those departments are represented in the implementation process at the appropriate phase of the implementation team process.
- 3) The faculty members appointed to the implementation teams will be drawn from the volunteers who submitted their names through the steering committee website or other forms of self-nomination, as well as requests by the Faculty Senate or Faculty Senate President to individuals asking them to participate on the implementation teams. We will seek to ensure balanced representation on the implementation teams, although the number of team members has not been determined yet.
- 4) No changes affecting academics will be made without faculty participation and the due diligence process.

We believe these ensure faculty leadership and shared governance when implementing steering committee ideas that affect academics. Thank you for your support during this difficult time at Webster.