

**Faculty Assembly Meeting**  
**Tuesday, April 21, 2020, Via WebEx 3:00PM**

**I. Meeting called to order by Senate President Bill Lynch**

President Lynch welcomed all attendees via WebEx and proceeded to tell them that at the Board of Directors meeting on April 16, 2020, the Board recognized that it is very pleased and proud how the faculty made such rapid adjustments for online learning in this unusual time. The faculty's work does not go unrecognized. B. Lynch stated that he is finding this situation interesting and challenging to his teaching style but and the resilience and resolve of his students is inspirational.

President Lynch reported that the Senate is trying to maintain business and leadership as usual.

The issue for today's meeting is to have conversation and vote on the Salary and Fringe Benefits Committee (SFB) proposal to the Board (*Attachment A*). At the Board meeting of April 16, 2020, the budget for this current academic year ending May 31, 2020, was analyzed pre- and post-Covid19. They made adjustments to the fiscal budget for 20-21 as it relates to Covid19 and proceeded to approve the budget. This budget includes the current Salary and Fringe Benefits Committee proposal.

**II. Presentation of Salary and Fringe Benefits Committee Proposal – KK Pease**

- A. KK Pease began by thanking the members of the Committee, including Mike Hulsizer, Gary Kannenberg and Janice Palmer. She also thanked members of the administration for working with the Committee, including President Schuster, Rick Meyer and Cheryl Fritz.

KK Pease went on to explain that the Committee met approximately every two weeks throughout the semester reviewing information obtained from the administration as well as the results of multiple surveys sent to faculty. They met with the administration on six occasions and all meetings were collaborative and productive. The last meeting took place on March 23 via WebEx and agreed on the current proposal. This Assembly meeting was pushed back from April 14 to today because the Board had not met yet to discuss the proposal.

**B. High lights of the Proposal –**

1. There is a 2% salary increase for all full-time stasured/status track faculty who have achieved satisfactory performance.
2. Mercer adjustments – the administration will finish the pay adjustments that began in 2012 wherein salaries were adjusted for full-time faculty

based on instructional classification, years of service, etc. There were some faculty that did not receive the adjustment at the time and the administration has agreed to adjust the pay of those who did not. The next step to conclude the Mercer Adjustments is to develop a new salary benchmarking process. The SFB Committee will begin working on this with administration in the next academic year.

3. Professional Development/Travel/Research Grant Funds – PD and Travel Funds (PDTF) shall remain at \$3,100 per full-time statused/status track faculty member but requires approval by Department Chairs and Deans. Faculty Research and Special Projects funds remains at \$120,000.
4. Adjunct Compensation and Fringe Benefits – The administration will allocate \$50,000 to be distributed by Deans for a one-time payment to extraordinary adjunct faculty members demonstrating outstanding teaching performance. Adjunct Research and Professional Development funds remain at \$25,000.

### C. Questions

1. How many people will be affected by the Mercer adjustments?

**KK Pease (KKP):** We do not know who will be affected as that is private information, but it is a small number of faculty and it will be communicated to them through their contracts.

2. This is just a statement. I am disappointed to see that adjuncts are receiving no raise for the last eight years. I would be willing to forego my raise. A one-time bonus for a small number of adjuncts does not make the University look good. Most of our program is taught by adjuncts.
3. (1) Are adjuncts who consistently teach GCP and who do not fall under any Department Chair eligible for the one-time payment?

**KKP:** You will have to talk to the Director of GCP

(2) Adjuncts have gone 8-9 years without a raise. A one-time \$50,000 across board is not a good idea as all adjuncts are not created equally. Some only teach one class.

4. (1) Can Human Resources provide Mercer information and provide faculty with basic data so they know where they should be according to the Mercer Adjustments? and  
(2) I was expecting a salary cut so a 2% raise is great. But, how do we know what condition the University is in? Can we afford this raise? I would like to see a much bigger and in-depth budget report from the administration. We haven't received anything like that in quite a while and the Assembly needs to see the budget outlook.

**Bill Lynch (BL):** The Senate is working with President Schuster in trying to be more transparent with faculty. The Board just approved the proposal last Thursday. I thought that trying to have a collaborative conversation about the budget via WebEx would be too difficult. The Senate will undertake this conversation as soon as possible when we can get back on campus. The Board is very impressed by the faculty and they calculated the raise into the budget.

**KKP:** If you think you are affected by Mercer, reach out to Cheryl Fritz instead of her providing old documentation.

5. Fiscal responsibility extends beyond upper leadership. I expected a pay cut. What degree did SFB try to look at the budget to see what this is going to cost us? Enrollment will go down and departmental budgets have already been cut to the bone. Is this raise coming from the endowment fund?

**Mike Hulsizer (MH):** SFB is mandated to do the best they can for the faculty. We rely on administration to provide us with information. I trust in the administration's ability to know if the raise is too much.

6. What is happening with the staff?

**MH:** We don't know.

7. I appreciate that the 2% is recognition of what we've had to do the past eight weeks. The top leadership at my daughter's firm are taking pay cuts and that action has inspired everyone. Again, our top earners should be taking pay cuts so no one is furloughed (staff).

**KKP:** SFB has not discussed that. Our concern is the faculty. We to give our administration good will. We are tuition driven and if the Board says we can afford it, then we can afford it.

8. Were staff raises discussed at the Board meeting?

**BL:** Not while I was at the open session.

9. I recognize the way trends are going, which is down. Our budget continues to be stressed. The last time we got a raise, the staff were furloughed. I would hate for that to happen again. SFB should work on the entire community, not just faculty.

***Upon motion by J. Aleshunas, seconded by K. Welsh, the Faculty Assembly moves to accept the Salary and Fringe Benefits Committee salary proposal for Academic Year 2020-2021 by vote.***

***The Salary and Fringe Benefits Committee salary proposal for Academic Year 2020-2021 was passed by the Faculty Assembly.***

*Statement by Faculty Assembly member:*

I would like to thank SFB for the work they have performed concerning Mercer and adjuncts. But we are put in a difficult position at the end of each year. Every year we have the same problems – we don't understand what is going on with the budget. The administration gets huge raises, adjuncts do not. We need to think of these issues, including a budget report, before we vote because we're set against adjuncts and staff. We are voting on our own self-interests against the adjuncts and staff. I abstained from this vote and I did so publicly.

**BL:** The Senate was in negotiation with the administration for data earlier and freely this year. The Chair of the Board was supposed to meet with the Senate. It is my hope that in the fall we can have those meetings. To the extent the Senate has been unsuccessful thus far, that is fully my fault. The concerns will be addressed in the next academic year.

**D. Announcement – Pres. Lynch**

You will all be receiving information concerning the Spring Institute soon. Please save Tuesday, August 18, 2020 between 1:00 – 5:00PM. We are working on creative ways to go forward.

**Upon motion by J. Aleshunas, seconded by K. Welsh, the Faculty Assembly meeting was unanimously adjourned at 4:10PM.**

**Faculty Salary & Fringe Benefit Committee  
Administration Proposal for Academic Year 2020-2021  
Document**

**Compensation**

- Faculty salary increase of 2% for all full-time statused/status track faculty members who have achieved satisfactory performance according to the performance pay model.

**Mercer Adjustments**

- The Administration will make final payments to remaining faculty who were identified in the original Mercer analysis as candidates for an adjustment, but who have not been subsequently promoted or whose current compensation falls under the previous compensation target based on tenure and experience in rank. This will conclude the Mercer Adjustments.

**Salary Benchmarking**

- Salary adjustments will be given to those below the minimum of their range based on previously agreed upon methodology using Classification of Instruction (CIP) codes and the College and University Professional Association for Human Resources (CUPA-HR) data.
- The conclusion of the Mercer Adjustments necessitates that the faculty and administration develop a new salary benchmarking process. The Salary and Fringe Benefit Committee will work with the Administration to develop a new approach in the next academic year.

**Professional Development/Travel & Research Grant Funds**

- Maintain the Professional Development and Travel Funds (PDTF) at the level of \$3,100 per fulltime statused/status track faculty member, recognizing that this funding is not an entitlement and subject to approval by Department Chairs and Deans.
- Maintain the Faculty Research and Special Projects Program funds at \$120,000.

**Adjunct Compensation & Fringe Benefits**

- The Administration will allocate \$50,000 to be distributed by the academic deans (in consultation with chairs and directors) to make a one-time payment to select adjunct faculty members in recognition of demonstrated outstanding teaching performance.
- Maintain the Adjunct Research and Professional Development fund at \$25,000.

