

Faculty Assembly Minutes
Tuesday, October 29, 2019, ISB 160 Auditorium, 3:00 PM

- I. Call to Order – B. Lynch (B.L.)
- II. Salary and Fringe Benefits Committee Updates
 - A. M. Hulsizer began by presenting the results of the annual Salary and Fringe survey (*Attachment A*). Some of the highlights are as follows:
 - 54% of the 103 responses felt that the division of S&F funds should go toward overall raises for full time faculty, whereas only 26% felt the monies should go to adjunct raises. Even fewer felt the money should be allocated to increases in professional development, grants and administrative compensation for full time faculty.
 - 59% of respondents felt that extraordinary merit pay should not exist
 - In response to some comments and thoughts received on the survey, Salary and Fringe cannot bargain for nor represent the staff in any way; they are looking into the compensation and bonuses provided to administration; there were questions concerning healthcare coverage that will be addressed by Cheryl Fritz.
 - B. Cheryl Fritz made a presentation on changes to healthcare and retirement benefits. She stated that for the first time, human resources has included the Salary and Fringe Benefits Committee in deliberations on retirement concerns.

Medical Benefits

- Medical insurance premiums will increase by 3% on the PPO plan
- Pharmacy changes such as being able to get maintenance medications from retail instead of having to mail order
- There will be a wellness discount for preventive care instead of reimbursement as in the past.
- Dental plans have increased

Retirement Benefits

- TIAA will continue to be the record keeper
- Through a new retirement group contract, Webster is adding more investment companies from which to choose investments
- Fee structure will be leveled with the same fees for everyone
- These changes do not affect eligibility, vesting, or making contributions
- Logging into accounts will continue to be exactly the same method
- Will be able to contribute based on ALL compensation BUT Webster will only match on base salary

- Introducing a Roth IRA option
- TIAA will be sending formal documents in mid-November 2019
- November 1-15 is open enrollment for insurance benefit changes
- November 18 – first week of December is open enrollment for retirement changes

III. Fall Institute Update – KK Pease

KK Pease stated that there would be no need for an additional follow up day on the Fall Institute. They are in the process of harmonizing language with the University Handbook and are very close to finalizing the document. They will then present the document to the Faculty Senate and distribute it to all.

IV. Re-envisioning Webster – K. Armbruster

President Lynch began by explaining that some people believed that K. Armbruster's efforts on re-envisioning were concurrent with and the same as the restructuring efforts happening in the College of Arts and Sciences. He explained that they were not the same. He went on to explain that with the capital campaign and strategic planning beginning, this is the time that the Senate will begin to think about what outcomes we want for Webster and our students, i.e. who do we serve and how do we serve them? The Senate will create a task force and take on the role of leadership concerning re-envisioning Webster so that they may present ideas to the administration.

K. Armbruster went through the sections of the re-envisioning survey, which was distributed after the town hall meetings earlier in the semester.

V. Presidential Updates – B. Lynch

- The last Assembly meeting minutes are posted on the Senate website after the Senate approved at their last meeting. C. Guehring will send out the link to the Senate website to the Assembly. Please remember that minutes are a summary, not a transcript
- There were numerous concerns regarding the new administrative titles. The Senate drafted a Resolution (*Attachment B*), have a rationale and an action plan for dealing with the concerns. He will be inviting the Board of Trustees president to a Senate meeting in the near future.
- At the last Assembly meeting, a member stood up and stated that the meeting was being recorded. After speaking with AV people, the meeting was not being recorded. The light is always red and blinking on the ISB 160 camera. That being said, anyone can attend an Assembly meeting unless we go into a closed session. Any Assembly member may speak at a meeting. The Journal may attend meetings and may only reference background in the University Handbook. If they wish to speak with an Assembly member outside of a meeting,

they may ask anything they want UNLESS the question was asked at an Assembly meeting first.

The Assembly unanimously approved a motion by G. Kannenberg, seconded by J. Aleshunas to adjourn the Faculty Assembly meeting at 4:10 PM.

2019 Salary and Fringe Benefit Survey

Q1

How would you divide the funds available for salary and fringe benefit negotiations?



To answer this question, provide a percentage for any or all of the categories listed below. Please note the total percentage must add up to 100%. In other words, you cannot rate each item 70%. They all must add up to 100%



Overall raise for full-time statused/status-track faculty who meet satisfactory performance criteria	0
Overall raise for adjunct faculty	0
Increase professional development & travel funds for full-time statused/status-track faculty	0
Increase research grant funds for full-time statused/status-track faculty	0
Increase compensation for faculty with administrative responsibilities (e.g., chair, director, etc).	0
Total	0

Q2

Webster University faculty raises are currently tied to whether a faculty member achieves satisfactory performance each academic year. Should the Faculty Senate develop a means for faculty to receive additional funds via extraordinary merit?



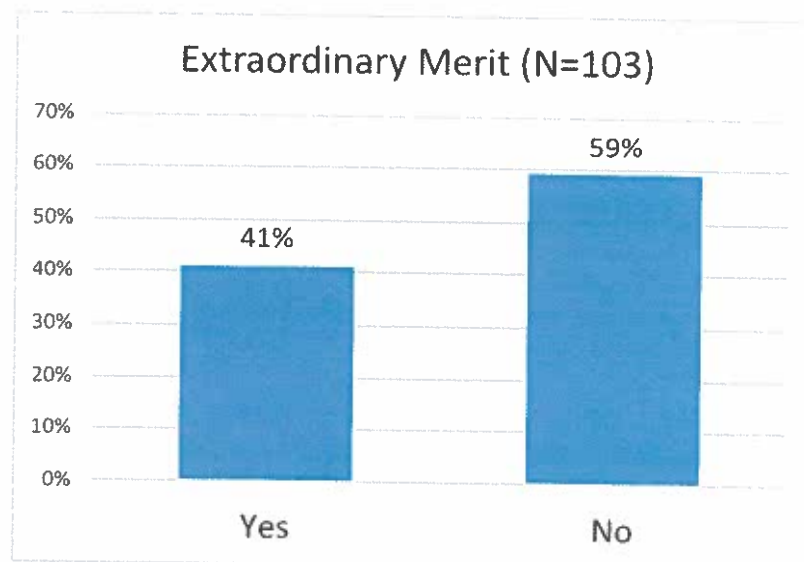
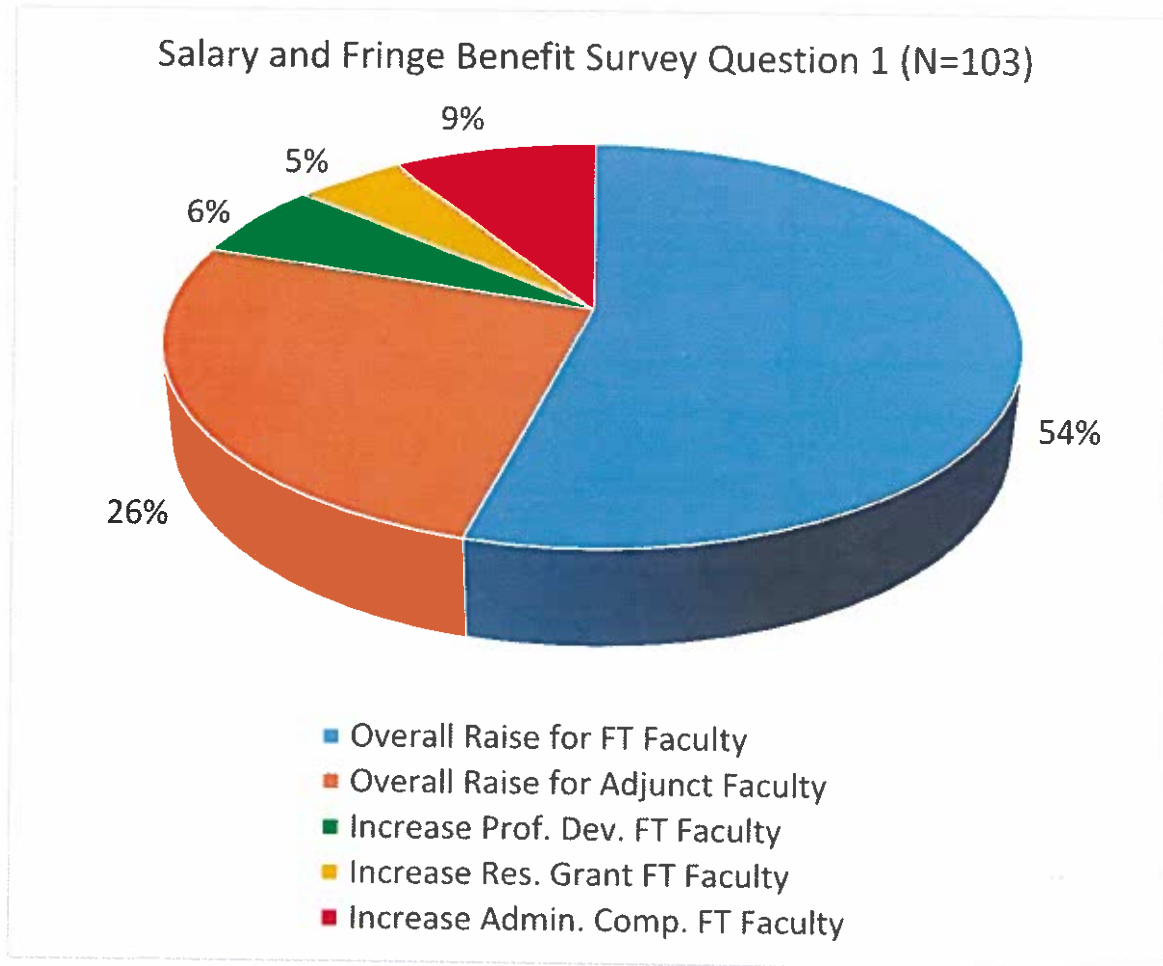
- Yes
- No

Q3

What other issues or new initiatives, which fall directly into the responsibilities associated with the Salary & Fringe Benefit Committee, would you like addressed by the committee? Please be specific.



2019 Salary and Fringe Benefit Survey Responses



2019 Salary and Fringe Benefit Survey Comments (N=35)

Faculty Salary Concerns:

- Early- (and to a lesser extent I suppose, mid-) career faculty are very likely to NEVER earn what many of the long-time, full professors here are currently earning. And if they do somehow ever hit those annual earnings, it will be years and years from now, when that number certainly doesn't carry with it the purchasing power it has in 2019. These individuals have seen a years-long trend of zero-to-minuscule raises and are falling further and further behind, while the senior colleagues earning \$90K+ continue to benefit from a prior system of economic prosperity and what now has become institutionalized privilege. I would like to see the raises not be "across the board" but rather perhaps allocated differently; boost early and mid career people because the senior faculty are fine and continue to run away from the pack.

Adjunct Concerns:

- Is it possible to offer adjuncts at least some fringe benefits? If they have served a set number of years, for instance, could they be eligible for health care? Could they participate in retirement savings in some way? Even if the benefits were limited, it would be a step in the right direction.
- I would also add that for all of the talk about sensitivity to the plight of adjunct faculty etc, one easy way to help this population would be for senior faculty to forego raises. That would push a considerable pool of money that could be distributed to adjunct faculty and raise their earnings. This would be a way for the vocal, senior people to "Walk the walk". This population could recognize their advantages and "give back" to the rest of the faculty.
- It's past time to address adjunct pay, and I think any funds should be used to mitigate the far-below cost of living pay slippage in recent years. (I am a "director," and that pay hasn't increased a dime in at least 10 years.)
- We need to cease negotiating adjunct raises.
- Please prioritize fair treatment of adjuncts. Additionally, although this might be technically beyond the purview of the committee, I would like to see us do whatever we can, via whatever instruments we have at our disposal, to advocate on behalf of the repeatedly mistreated staff of the university.
- Adjunct faculty have not received additional compensation in years. This should be addressed as soon as fiscally possible.
- Adjunct compensation has not been raised for 7 years. During this same period of time, instruction duties for adjuncts have increased (e.g. Starfish, Learning Community assistance, Canvas etc.). Pay at neighboring institutions (Washington University, St Louis University) has increased.

Staff Concerns:

- Staff raises should be equal to faculty and adjunct raises.
- The pay structure for department representatives should mirror the department chair/director compensation (which is itself in need of review) to reduce inequities across departments.
- I know this isn't S & F purview, but staff have not had a raise for years. The "you don't get a raise but you get a half day off on Fridays in the summer" did nothing but destroy staff morale. Staff are leaving and not being replaced. It is affecting the timeliness and quality of our work as faculty, which in turn, impacts students. We need to pay attention to this matter.
- A strong statement that we support raises for staff and we totally reject furloughs and similar activities to save funds.

Administration Compensation/Bonuses

- The inexplicable bonuses that our top administrators keep getting feel even more irresponsible (bordering on immoral). Perhaps a general inquiry into inequities in pay (and raises and bonuses and pay cuts) across staff, faculty, and administration might be in order? Though we might not have the power to do anything about them, we do have the power to make a strong statement, should we come to an agreement on one.
- I would like for the S&FB Committee to urge the upper administrative to be transparent about their own salaries, raises, and bonuses, regardless of the board's preferences. This is critical to faculty morale and thus to the future of the university.
- Comparison of faculty raises to mid- and upper-level administrative raises and bonuses over the last five years.
- I feel as though we live in a sorry time. Whatever savings in raises we have seems to go to cover Drs. Strobel and Schuster's raises and bonuses. The fact that staff did not get a raise last year and got two days off instead speaks to the inequity of the system.

General Compensation Concerns

- I am not sure this is an issue or initiative, but it concerns me when we are offered raises (no matter how small) when staff are experiencing pay cuts (via the furlough day) and the university is still in the red. It feels financially irresponsible to me.
- Cost of living raises.
- The need for a standardized method of determining what constitutes satisfactory or unsatisfactory performance. This is not subject to the reviewer's discretion with no criteria provided on how to judge performance. It is too subjective. We need guidelines for merit reviews as are used in business organizations so the reviews are fair, equitable and consistent.

Mercer Concerns

- Addressing the inequities created by Mercer. Address the inequities created by providing jump raises to faculty with certain years of service (both long term and short term) but not providing said jump raises to those in the middle. Address why the Fine Arts faculty were promised additional raises to make up for some of these matters, and yet this has never materialized.
- I would like the people negatively impacted by the Mercer study to have their salaries looked at and bumped up accordingly. I think faculty who also run studios, ie. computer labs, darkroom, ceramics studios, etc to be compensated for their time and energy that it takes to maintain these necessary spaces.

Merit Raise:

- I think the merit raise should be taken up and it should be put into place in a way that actually rewards extraordinary accomplishments.
- We already have an extraordinary merit process. Please don't bring this up yet again when there is no chance it will be any use. Salary and Fringe could work with the Senate and departments to develop more clear expectations for satisfactory performance and how that links to CRF.

Faculty Administrative Compensation

- Faculty who take on administrative tasks (chair, director) should have matching TIAA-CREF applied to those contracts. Currently, University matching funds only apply to your base contract. There is no reason why the matching funds should not come out of a faculty members administrative contracts as well.
- Different departments have different administrative burdens, and so individuals with those roles should be compensated according to their actual workload rather than all chairs/department level administrative appointments being compensated equally. Some are indeed "more equal" than others, and compensation ought to reflect this.

Health Care & Retirement Costs:

- Make sure that rising health insurance costs are not increasingly put on faculty
- Need to address the upcoming challenge of increasing health care costs.
- Better quality healthcare insurance benefits. Prior United Healthcare and Blue Cross plans were superior to the current Cigna benefits.
- Control insurance costs
- Continued exploration of Health and Insurance Plans
- Keep retirement contribution at current level
- Review early retirement plan and offer one that includes additional insurance benefits.
- It is important that fringe benefits, especially health insurance, are not cut or become more expensive to Webster faculty and staff. An increase in insurance costs with no increase in salary is a salary cut.
- Retirement packages that would actually encourage some faculty members to actually retire.

Full Time Faculty General Needs:

- Rather than pay our contingent faculty more, we need more full-time faculty.
- Course load.
- If changes are made that result in new faculty responsibilities, these changes should be tied to an increase in compensation.
- Teaching load increase to make the University more sustainable.
- Student Evaluations
- Need to address the diminishing support resources available to faculty. Specifically the level of staff to perform the necessary day-to-day activities to support the delivery of the university's curriculum, as well as support for our students.

Miscellaneous Comments:

- Nothing, these negotiations are a joke.
- Keep Webster Weird

SFB Committee

- Thanks to the committee.

Resolution voted on by the Faculty Senate

Final Draft

The Faculty Senate expresses concern that the unilateral decision by the Board of Trustees to appoint a new university chancellor and president, without faculty participation, violates the central principles of shared governance.