

Faculty Assembly Meeting

April 22, 2014

EAB 253/262

Gwyneth Williams, Faculty Senate President, called the meeting to order.

Equity Study Task Force

Steve Hinson introduced the members of the task force and gave a presentation on the Equity Study Task Force findings as listed below:

- 1) Amended charge of task force
- 2) Considered discipline based categories
- 3) Study used a two-stage analysis
- 4) Additional analysis on gender was statistically insignificant
- 5) Two salaries were found to be below the minimum and need to be adjusted
- 6) Task force concluded that there is no evidence of systemic discrimination

Q: A faculty member who has been teaching almost 26 years has a salary significantly less than some who have only been teaching for 10 to 15 years and asked for clarification.

A: The task force remained neutral about the analysis and it is hoped that this issue will be caught within the CIP code and flagged.

Q: Has the committee considered that market based pay is systemically discriminatory in its nature?

A: Yes, the committee discussed this issue and took it as a given as the institution adopted market based pay.

Announcements

Joe Stimpfl urged those present to consider the Student/Faculty Collaborative Research Grant Program, funded by Provost Julian Schuster, in order to provide a broader range of faculty participation.

Gwyneth Williams reported that Appointed Committee self-nominees would be notified within the next week of their successful appointments. Committee participation should be taken seriously and those elected to committees should plan to attend meetings and participate in the work of the committee. If someone cannot fulfill their committee obligation, he/she should let the committee chair know and resign so that he/she can be replaced. Those going on leave should not be serving on committees.

Performance Pay Model

Gwyneth Williams introduced the Faculty Senate and stated that the Senate has completed a tremendous amount of work this year.

For today's meeting, the Performance Pay Proposal cannot be amended because it is a negotiated document already approved by the Senate, the Provost, and Human Resources. The Faculty Assembly is not voting today on whether or not a performance pay model is wanted, but whether or not the faculty wants to adopt the proposal being presented today. There are no abstention votes under Robert's Rules.

Marty Smith gave a PowerPoint presentation detailing the basics of the model itself with the following points:

- 1) There will no longer be any across the board raises.
- 2) The Model being presented today deals only with satisfactory performance. Extraordinary performance will be addressed next fall 2014 by the Senate.
- 3) The current model has undergone many edits based on meetings Gwyneth and/or the Senate has had with the deans, University legal counsel, department chairs, faculty, the Provost, Betsy Schmutz, Nancy Hellerud, etc
- 4) The Senate voted on and approved the model presented today
- 5) This model is based on calendar year and NOT academic year
- 6) Weighting is determined by faculty and department chairs

Concern was expressed with the following language in the model, “necessary but not sufficient” referring to tenure (FDL) or promotion. Provost Schuster stated that a decision about status/tenure is a long-term decision and not based on one unit of observation. The spirit of this document says that a one moment decision will play a role, but not prevent anyone from possible status/tenure.

Prior to presenting the proposal it was stated that it could not be amended but with approval from Provost Schuster and the Senate President, a motion was made and seconded to strike the following sentence from #10 on page 4 of the Performance Pay Model, “However, faculty should understand that satisfactory ratings on the compensation form (for teaching, professional development, and University service) are necessary but not sufficient for approval of tenure (FDL) or promotion.” So moved and seconded. All in favor; motion carries.

There are no policy limits on the number of faculty that can get a satisfactory rating.

Main Motion

Gwyneth Williams moved that the performance pay model proposal, as amended, be accepted. So moved and seconded. All in favor; motion carries.

Salary and Fringe Benefit Report (Mike Hulsizer)

Contingent on a positive vote by the Board of Trustees on April 24, 2014, the following proposal is being recommended:

- 1) Faculty salary increase of between 2.5-3.0%
- 2) Chair compensation increase of 10% effective June 1, 2014
- 3) Compensation schedule adjustments
- 4) Fringe benefits – professional development and faculty research funds increase
- 5) 2014-2015 Task Forces of faculty/administrators

A motion was made and seconded to endorse the 2014-2015 Salary and Fringe Benefits package. All in favor; motion carries.

With no further business, the assembly adjourned at 4:25 p.m.