

**Minutes of the Faculty Concerns Committee
September 22, 2009**

The Faculty Concerns Committee held its monthly meeting for September on September 22, 2009, in Plaster Student Union, Room 315. Judith Martin, chair, opened the meeting at 3:30 p.m. Minutes were kept by Ruth Barnes, secretary. Refreshments were served.

In attendance: Ruth Barnes, Brooks Blevins, Patricia Cahoj, Roberto Canales, Jef Cornelius-White, Daniel Crafts, Michael Craig, Thomas Dickson, Elizabeth Dudash, Vicki Dunlop, Keith Ernce, John Harms, David Hays, Caroline Helton, Mike Hudson, Rajinda Jutla, Tom Kane, Judith Martin, Gabriel Ondetti, James Philpot, Emmett Redd, Michael Roling, Sharmistha Self, Yili Shi, Tracy Stout, John Strong, Joan Test, Duat Vu, Randall Wallace, Yang Wang, Ye Wang, Johnny Washington, Cameron Wickham, Rebecca Woodard

Absences: Reza Herati (Chemistry), Thomas Kachel (Fashion and Interior Design), Kim Kyoungtae (Biology), Melody Lapreze (Management), Duane Moses (Computer Information Systems), Steven Olson (Accountancy), Allen Schaefer (Marketing), Rathel Smith (Industrial Management), Elizabeth Sobel (Sociology, Anthropology & Criminology)

Departments without representative: Computer Science, Defense & Strategical Studies, Military Science, Social Work

Old Business:

Compensation/Merit

Report from University Compensation Committee: Associate Provost Art Spisak, John Harms and Tom Kane

The University Compensation Committee met during summer to make recommendations to President Nietzel, regarding "lean" years, and how to figure them into compensation. Recommendations were submitted 2 weeks ago. Emmett Redd's proposal was considered.

Recommendations:

- Continue with evaluation process during lean years without matrix
- Evaluations go to Deans
- Rationale for the process: It promotes self-evaluation and performance improvement, keeps the department and the head informed of research, and maintains continuity. At end of the period, the scores would be averaged to figure merit pay. Those with outstanding years should receive different consideration, so their average isn't reduced – the method has not yet been defined; it might be the same as currently is used for those in lowest quartile.
- Benchmark institutions do nothing during lean years
If "great years" are relative, how to distinguish?

Retirees:

Question: Were those cases addressed?

Answer: Retirees are not part of funding formula. There is no compensation for merit upon retirement.

Question from John Harms: Where would the money for retirees' merit compensation come from?
FCC can make proposal regarding retirement

The University Compensation Committee asks how to implement Emmett Redd's proposal, because its complexity is an issue. Simplification could help: any formula needs to be simple.

Tom Kane explains the **CUPA salaries grid**.

Question: How to correct for years in rank?

Answer: A specific formula will be made available.

Question about line 18 on the grid.
Answer: Salaries will not be reduced.

Ratings by President and Provost will be published.

The University Compensation Committee did not discuss cost of living or across-the-board raise. At 2% or less, there is no matrix; everyone will get same raise.

Proposal for Discharging Merit, Emmett Redd and Jef Cornelius-White

Four principles, independent of each other, to determine what to do with salary pools before merit:

1. Micro/Macro: determines how the gross salary rule is to be applied to various years – once cost centers know how much money they have, they need to determine how to apply what is available to various years.
2. Treating-Years-Similarly Principle: trying to get some value, rather than averaging. What have raises been, historically? This principle would take 60% of the average, apply it to first year of merit
3. Multi-year Principle: instead of distributing merit in one year
4. Retiree Principle: lump-sum payments, proportional to time employed in that year

In the University Compensation Committee's discussion about the proposal, complexity was an issue; also, faculty evaluations go up and down, but without a lot of variation.

Question about using salary savings from hire of new faculty member to replace person retiring, to allow for compensation of retiree.

Question: Why 60%?

Answer: The number is subjectively tangible. The attempt to treat years similarly allows for distribution over a 5-year period – 60% is an example, not the only possibility.

This proposal is not dependent on any future salary pools – trying to be most equitable, so that those rated highest will be compensated. It acknowledges concerns in transparent manner.

Chair asks for sense of FCC's will. Motion by James Philpot to table, seconded by Emmett Redd. Motion passes.

The University Compensation Committee report and the Redd/Cornelius-White Proposal will be sent via e-mail.

New Business

FCC Charges

1. Administrative Assessment Surveys:

The surveys are administered by Provost's Office. FCC gets data and folds it into last year's report. Three reports, Deans & Heads, and Departmental Priorities, President & Provost, are to be administered in November and delivered in February.

Subcommittee volunteers: Elizabeth Dudash, Tom Kane, Jef Cornelius-White.

The chair makes a request for first- and second-year FCC members to volunteer.

2. First-year Student Success

Question: Is this part of this committee's purview?

Answer: Assigning this document to FCC would join this committee with Faculty Senate. That means that 10% of faculty are represented, and the document will be more representative. Existing documents are generated by the First Year Programs Committee; not all members of that committee are faculty.

Motion by Emmett Redd to create subcommittee with representative from each college.
Seconded by Elizabeth Dudash. Motion passes.

Course/meeting scheduling conflicts: FCC Secretary

Motion by Jef Cornelius-White that Ruth Barnes remain Secretary, with Joan Test recording minutes until Barnes arrives from teaching. Motion seconded by Keith Ernce. Motion passes.

Motion by Jef Cornelius-White to adjourn, seconded by John Strong. Motion passes.

Meeting adjourned at 5:00.

Next meeting October 27th in PSU 315.