

## FACULTY SALARY AND BUDGET COMMITTEE

OCTOBER 3, 2014

**PRESENT:** Marty Abramson, Larry Burns, Gregg Dimkoff, Steve Glass, Kathy Gulembo (ex-officio), Robert Hollister (Chair), Lori Houghton-Rahrig, Nancy Mack, Paul Murphy, Zack Kurmas, Julia Mason, Jon Rose, Ashley Rosener, Paul Stephenson, Joel Stillerman, Jacob Schacht (student), Mike Yuhas.

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1. The meeting was called to order at 12:00pm.
2. The Minutes of September 19, 2014 were reviewed and approved.
3. The committee voted Robert Hollister chair for the 2015-16 academic year (pending his re-election as CLAS representative).
4. The committee discussed the Master of Arts in Applied Linguistics and voted to support the proposal but noted concern with the projected number of students and noted issues with the presented budget.
5. Kathy Gulembo led a discussion on the distribution of salary. In summary 85% of the salary is concerned with merit and is distributed in consultation between unit heads and deans. The remaining 15% is distributed by the provosts office (in consultation with deans) and is aimed at addressing compression and market adjustments. This year 282 faculty received a special salary adjustment and the amount varied between a few hundred dollars to approximately five thousand (but the vast majority were less than two thousand). When promotional increments are included in the salary pools the average faculty increase in salary for returning faculty was 4.1%. This number is significantly higher than the 2.9% reported. The committee (FSBC) and the administration (provosts office) have moved toward reporting the salary pool only as the reporting of increases in faculty salaries; this is because in recent years the faculty salary has been confounded by changes in summer pay and benefits.

The reporting of faculty compensation is not always straight forward as shown above. In addition, the costs of faculty benefits (namely healthcare) can and have risen higher than salaries in recent years. Salaries may also be reported as base salary or total earned salary (which includes summer salary, overload, and any other special categories such as grants). When comparing faculty salaries to other professions salaries may be scaled to a 12 month equivalent. The net result is the reporting of faculty compensation can be complicated and great care should be taken when comparing GVSU raises and salaries with others. To keep reporting simple FSBC presents the salary increase reported to faculty and the salaries of peer institutions as reported to AAUP.
6. The provost reported on a mid-semester special salary adjustment that will be announced soon. The special salary adjustment will be focused on Market analysis and aimed to move faculty salaries toward the mean salary at Michigan peer institutions by unit and by rank. The administration concedes that the adjustment will not move all units to the mean but considers this a significant step in the right direction. The FSBC applauded the administration's efforts and agreed to send a memo thanking the administration.
7. The meeting adjourned at 1:30pm.