

**Faculty Salary and Budget Committee Meeting  
Minutes of January 12, 2007**

Members: Teresa Bacon-Baguley, Larry Burns (Chair), Doug Busman, Elaine VanDoren (for Rebecca Davis), Gregg Dimkoff, Milt Ford, Joe Godwin (ex officio), Robert Hollister, Zachary Kurmas, Donijo Robbins, Paul Stephenson, Joel Stillerman, Patrick Thorpe, Xandra Xu

1. Call to order  
The meeting was called to order at 12 Noon.
2. Review of minutes  
The Minutes of December 1, 2006 were approved.
3. Announcements
  - a) Donijo Robbins reported that a review of how to streamline the 2 & 4 Year Program Budget review is still underway, and the committee is determining what items need to remain and what can be purged. Further developments will be presented as they unfold.
  - b) The Chair reported that the Business Forecast meeting was held this morning. While some sectors of the economy will do better than others, GVSU is committed to quality teaching and preparing our students for the future.
4. For the scheduled review of FSBC recommendations to the Annual Salary Adjustment Changes of 2005-06, Joe Godwin distributed a histogram for the salary adjustments made in 2005-06
5. Material was distributed on the Emergency Overload Compensation for review prior to being distributed for active discussion at the ECS meeting of 1/19/07. Chair Burns reported that he had talked with Provost Davis today and during their discussion he received positive feedback on the FSBC initiative seeking equity for all, and she emphasized that all departments need to present a staffing plan.

The Chair presented wording to be included in the Faculty Handbook under "Extra Compensation"

C. Faculty who teach courses outside of and in addition to their normal full-time responsibilities, and where Tenure/Tenure-Track faculty is deemed required for course coverage and the situation is a demonstrable emergency (when the semester has commenced and/or the faculty member being covered is unable to perform) shall be paid extra compensation in the weekly prorata amount of 4.17 percent of the individual's previous academic year's base salary per equivalent contact hour or 12.5 percent for 3 credits--this level of non-negotiable reimbursement for over-load teaching would only be an option for situations where the Dean and Unit Head concur that a given situation is an emergency.

This language will be included in a memo sent to the Chair of ECS, for review at that body.

- 6) The Chair presented an overview of his discussion with Provost Gayle Davis regarding Salary Market Models. He reminded the committee that they were an advisory body in nature, and they should make a recommendation to the Provost's Office on what faculty would like to have.



7. No Discussion was heard on a Consideration of declining enrollment patterns at Western University.

8. Adjournment

The meeting adjourned at 1:35

