

**Faculty Salary and Budget Committee
Minutes of November 10, 2006**

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

Guests: Patricia Clark and Sigrid Danielson

1. Call to Order

The meeting was called to order at 12:01pm

2. Approval of Minutes

The Minutes of 10/20/06 were reviewed and approved as presented.

3. Announcements

- a. Patricia Clark and Sigrid Danielson joined the meeting at 12:15pm. The Chair presented a brief overview of the status of the Final Plan of the Art History Minor and Major. Discussion. Concerns were addressed, including a recommendation for a new Library Resource from Kim Ranger, and approximations on what the book vs. database budget should be. The authors of the plan were commended for putting forth a reasonable budget for review.

Discussion.

It was moved and seconded to approve the Final Plan for the Art History Minor and Major, provided the amendments requested at the meeting are incorporated before review at UAS.

- b. The Charge from ECS/UAS of 8/30/06 concerning FSBCs evaluation of actual costs to faculty related to the health care cost shift of 1/1/06 was discussed briefly and will stand as presented.
- c. Material that was distributed earlier on the estimated health care cost shift was discussed, with the Chair presenting a brief overview of where the issue stands now. The Chair will request from Administration data that reflects the difference between actual cost and projected costs.

An additional request was made to have the data forwarded to FSBC as soon as it becomes available so that, if necessary, an informed and

timely response may be made.

- d. Material on how to handle "Emergency" course overload salary was distributed. Joe Godwin recommended that this issue be added as a Dean's Council agenda item and will make the suggestion to Provost Davis.

A recommendation to make changes to the Faculty Handbook was presented as a motion of

*"The Faculty Salary and Budget Committee recommends that Tenure/Tenure-Track Faculty who are asked to provide course coverage in **emergency** situations be reimbursed on a weekly prorata, non-negotiable basis. The amount of compensation should be 4.17 percent of the individual's previous academic year's base salary per equivalent contact hour or 12.5 percent for 3 credits."*

After discussion the motion was amended. It was proposed that Chapter 4 of the Faculty Handbook, Section 2.20 Salary Administration, Extra Compensation, have the following additional paragraph inserted:

*"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. "*

The motion was seconded, and approved with one abstention.

4. Adjournment

The meeting was adjourned at 1:35pm