

Grand Valley State University

Executive Committee of the Senate

November 4, 2005

PRESENT: David Bair, Gayle Davis (ex officio), Kurt Fanning, Rob Franciosi (Chair), Rita Grant, Bill Hosterman, Jane James (Student Senate President), Paul Leidig, Jean Martin, Sue Martin (ex officio), Kristine Mullendore, Jean Nagelkerk (ex officio), Steve Nizelski (for John Bender), Karen Novotny (Vice Chair), John Peck, Ellen Schendel, Robert Schoofs, Kathleen Underwood, Jeroen Wagendorp, Don Williams

GUESTS: Lee VanOrsdel, Dean of University Libraries
cto 3:05

| Agenda Items | Discussion | Action / Decisions |
|-----------------------------------|---|---|
| 1. Approval of Agenda | The agenda of November 4, 2005 was reviewed. | The agenda of November 4, 2005 was approved, as amended. |
| 2. Approval of Minutes | The minutes of October 28, 2005 were reviewed. | The minutes of October 28, 2005 were approved, as amended. |
| 3. Report of Chair | <p>a) The Chair reported that he attended a session on the Faculty Personnel Process and that two more sessions are scheduled. Lisa Haight will send the dates, times and locations to all ECS members. If ECS members would like to attend a Faculty Personnel Process session they are asked to R.S.V.P. via email to Nancy Moseler at moselerN@gvsu.edu.</p> <p>b) The Chair reported that he attended a meeting to learn the results of the Minority Faculty survey. The survey results and report will be distributed when they become available.</p> <p>c) A joint letter from the Chair of ECS and the Chair of FSBC regarding the 2006-07 salary request was distributed and will be discussed under New Business.</p> <p>d) Vice Chair Novotny reported that she met with the Faculty Facilities Planning Advisory Committee (FFPAC) chair, Scott Grissom in order to review with him the charge of FFPAC as outlined in the Faculty Handbook. She reported that FFPAC will conduct a survey of faculty to identify the major concerns faculty have related to classroom design & equipment. FFPAC will ask for help from the UAS senators in distributing and returning those surveys.</p> | <p>If ECS members would like to attend a Faculty Personnel Process session they are asked to R.S.V.P. via email to Nancy Moseler at moselerN@gvsu.edu.</p> |
| 4. Report of the Provost's Office | a) Provost Davis reported that there have been incidents of racial slurs and hateful communication involving the campus community | |

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| | <p>that is under investigation, and warned that very strong action will be taken as the behavior violates the Student Code. Discussion.</p> <p>A message from the Dean of Students and the Executive Officers of the University will be sent to all students, faculty and staff.</p> <p>b) Provost Davis thanked Jean Nagelkerk and Rob Franciosi for their hard work on the Faculty Personnel Process meetings.</p> <p>c) Provost Davis reported that her office, the Faculty Personnel Policy Committee (FPPC), and ECS will jointly sponsor a forum on faculty workload on November 21, 2005.</p> <p>d) Provost Davis reported that she met with the Graduate Council and discussed collaborative efforts between undergraduate and graduate studies.</p> | |
| <p>5. Report of Student Senate</p> | <p>a) Student Senate President James reported that the Student Senate passed an Affirmative Action resolution.</p> <p>b) A focus of the Student Senate will be a review of the Student Senate constitution and bylaws.</p> <p>c) The Student Senate is exploring ways to help keep the Allendale Express bus route available. Concerns have been raised about not using the crosswalks when crossing Lake Michigan Drive.</p> | |
| <p>6. New Business</p> | <p>a) Lee VanOrsdel, Dean of University Libraries, thanked ECS for the invitation to the meeting. She presented her vision of the library and identified four key areas to be addressed this year:</p> <ol style="list-style-type: none"> 1. Modifying the organizational structure of the University Libraries. 2. Simplification of processes. 3. Enhancing collaboration with constituents, and 4. Increasing imagination. <p>Discussion.</p> <p>b) The material distributed earlier on the FSBC 2006-07 annual salary adjustment recommendation was discussed. Sue Martin and Jim Bachmeier will meet with Larry Burns, Chair of FSBC, to revise the figures noted in the documents.</p> <p>The Chair will invite Larry Burns to the ECS meeting of November 11, 2005 to present and discuss any revisions made.</p> <p>At the ECS meeting of November 11, 2005 a decision of how to present the FSBC recommendation to UAS needs to be made.</p> <p>c) There was discussion about whether last year's salary increase</p> | |

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| | <p>was 3% or 3.5%. It was suggested that the language used in the annual salary adjustment letters should be revised and to place the language revision as an agenda item for ECS.</p> <p>d) It was noted that all material distributed to the senators should be dated, titled, and have the source identified.</p> <p>e) <u>Planning Group, Center for Excellence in Scholarship and Creative Activities: Tasks? Representation: Timeline</u></p> <p>f) <u>Movement Across Colleges</u></p> | <p>No Discussion</p> <p>No Discussion</p> | |
| <p>7. Old Business</p> | <p>a) A revised ECS resolution in support of a Claiming a Liberal Education Initiative from the Pew Faculty Teaching & Learning Center was distributed. Discussion.</p> | <p>Comments on the proposed resolution in support of a Claiming a Liberal Education Initiative should be sent to Rob Franciosi.</p> | |
| <p>8. Strategic Goals</p> | <p>a) <u>Faculty Life</u> Ensure fair and equitable workloads Enhance faculty authority within University Generate tangible ways to encourage new ideas and initiatives</p> <p>b) <u>Communication</u> Coordinate & showcase existing faculty resources Improve communication between governance and faculty Examine structures of governance to see what works and what doesn't</p> | | |
| <p>9. Adjournment</p> | <p>The meeting adjourned at 5:00pm</p> | | |

DRAFT

**Executive Committee of the Senate
Agenda of November 4, 2005
142 Kirkhof Center
3:00pm to 5:00pm**

FACULTY
11/4/05

1. Welcome
2. Approval of Agenda
3. Approval of Minutes – October 28, 2005
4. Report of Chair
5. Report of Provost
6. Report of Student Senate
7. New Business
 - a. FSBC Salary Recommendation
 - b. Planning Group, Center for Excellence in Scholarship and Creative Activities: Tasks? Representation? Timeline?
 - c. Movement across Colleges
 - d. Minority Faculty Survey
8. Old Business
 - a. ECS resolution on Claiming a Liberal Education Initiative
 - b. Communication between UAS and faculty
9. Other
10. Strategic Goals
 - a. Faculty Life
 - Ensure fair and equitable workloads
 - Enhance faculty authority within University
 - Generate tangible ways to encourage new ideas and initiatives
 - b. Communication
 - Coordinate & showcase existing faculty resources
 - Improve communication between governance and faculty
 - Examine structures of governance to see what works and what doesn't
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11. Adjournment

From: Linda Stratton
To: Haight, Lisa
Date: 11/8/2005 10:31:50 AM
Subject: Fwd: Message from Bart Merkle, Vice Provost/Dean of Students

Here it is Lisa.

Linda

>>> Executive Offices 11/04/05 3:37 PM >>>

Several incidents of racial slurs and hateful communication have recently involved our campus community. Grand Valley State University is committed to being an institution that fosters the utmost respect for every individual and has launched an investigation into whether there have been violations of law or of the student code. We value a multiplicity of opinions and backgrounds and seek ways to include all voices and experiences into university life. These voices must remain within the boundaries of respectful discourse. Intimidation only serves to degrade individuals, groups and ongoing dialogue. While all speech is protected, elevated, thoughtful and respectful discourse better serves our campus and broader community. The handling of specific incidents and individuals may involve private hearings or discussions that will be consistent with Grand Valley's regulations and values. The university offers educational and social opportunities for intercultural learning to prepare all of us to be contributing citizens of the world. Anyone with concerns may contact the Dean of Student's office at 331-3585 or dso@qvsu.edu.



2 November 2005

Dear Colleagues,

In past years FSBC and UAS have often submitted a salary adjustment request to the administration in the Winter semester, well after the annual University budget process had been completed. This year it is our hope that by researching both local and national trends, and by preparing a reasoned and well substantiated request, that governance might more successfully speak up earlier, when other budget priorities are also under review. We also hope that faculty governance might likewise join the various University stakeholders in helping to determine the ranking of numerous program needs.

GVSU is an institution with a long tradition of commitment to its faculty, yet governance feels the need this year to advocate unambiguously for an item of considerable significance—faculty salaries.

By providing this information to you, the faculty, in advance of any extended formal discussions or firm decisions regarding next year's budget (and the concomitant 2006-2007 salary pool), we ask you to voice your opinions to your UAS senator regarding this important issue and our conclusions as presented.

Lawrence Burns
Chair, Faculty Salary and Budget Committee

Rob Franciosi
Chair, University Academic Senate

Annual Salary Adjustment (ASA) 2006-2007 request for budgetary purposes

FSBC requests a 2006-07 salary adjustment of the annual composite Midwest CPI plus 1.5%.

Over the past two years, inflation and the shifting of health care costs have eroded faculty salaries at GVSU. With this in mind, FSBC proposes using the Midwest CPI plus 1.5% as a conservative minimum adjustment as outlined below. Our 2006-07 request is based on a currently anticipated Midwest CPI (Consumer Price Index) value of 4.2% plus the GVSU average salary adjustment of 1.5% over the Midwest CPI.

Historical Context

Each year the FSBC is asked to recommend to ECS/UAS a salary adjustment increment for the coming budget year. Given Fall semester time constraints our recommendation needs to be forwarded to ECS, vetted, and voted upon by UAS all before Thanksgiving. In the past, FSBC has recommended specific percentages in some years but not in others, in part because of the uncertainty in the budget numbers and the implied understanding that the Administration would choose the highest possible increment given that year's budget constraints.

Looking back over those past years, a certain pattern has emerged. FSBC decided that it would be instructive to report this pattern to the faculty at large. In the following table the first row depicts the Average Salary Adjustment (ASA) for the GVSU faculty over the past 10 years. The next row contains the CPI Midwest (typically within 0.1% of the Social Security Administration's annual Cost of Living Adjustment or COLA). The fourth row shows the net effect of the recently enacted healthcare cost shift, net of the promised one-time \$450 salary offset effective January 1, 2006. The penultimate row shows "Real ASA" to illustrate how these annual adjustments have kept the faculty ASA increase above or below inflation and cost shifts during this same 10-year period. The final row shows annual rate of growth in the GVSU General Fund (GF) budget in the same time period (all numbers are percentages).

| | 96-97 | 97-98 | 98-99 | 99-00 | 00-01 | 01-02 | 02-03 | 03-04 | 04-05 | 05-06 |
|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------------------|
| ASA | 4 | 3.5 | 4 | 3.7 | 5 | 3.8 | 2.9 | 2.3 | 1.75 | 3 |
| CPI Midwest | 2.4 | 1.7 | 2.1 | 2.1 | 3.4 | 2.7 | 1.2 | 1.9 | 2.4 | 4.2 ¹ |
| ASA - CPI | 1.6 | 1.8 | 1.9 | 1.6 | 1.6 | 1.1 | 1.7 | 0.4 | -0.65 | -1.2 |
| Cost shift (net) | | | | | | | | | | -0.52* |
| Real ASA | 1.6 | 1.8 | 1.9 | 1.6 | 1.6 | 1.1 | 1.7 | 0.4 | -0.65 | -1.72 |
| GF↑ % | 12 | 11 | 13 | 14 | 12.3 | 9.7 | 6.2 | 7.9 | 6.9 | 9.4 ² |

* estimated; ¹ <http://www.ssa.gov/OACT/COLA/latestCOLA.html>; ² at the current time

Rationale—GVSU

The average real ASA in years 1996 to 2003, when real ASA values were greater than 1.0 is 1.61%. Based on all positive values the real ASA is 1.46%. That is, excluding the past two years, the average annual salary adjustment for faculty at GVSU has been about one and a half percent over inflation for the Midwest region.

Nationally

Similarly, analysis at the national level through 2004-05 indicates that university salaries, or real ASAs, have increased an average of 1.47% over CPI across all ranks based on more than 30 years of data (<http://www.aaup.org/surveys/03z/zrep.htm>).

Midwest Region

According to the Bureau of Labor Statistics, the Consumer Price Index for the Midwest increased 1.5% in September 2005, the largest one-month increase since monthly publication of the series began in 1987. The index has risen 4.8% since September 2004. FSBC, in selecting an inflation value of 4.2% has selected the most conservative value currently published. Please note that the CPI Midwest range is 4.2% to 6.1% based on urban density. The composite Midwest urban inflation value is 4.8%, but in regions with a population between 50,000 to 1,500,000 the rate of inflation is 5.4% and in regions of more than 1,500,000 the value is 4.2%. Given the range in these values while 4.8% may be more appropriate, for our circumstances 4.2% is more conservative.

2006-2007 Salary Adjustment

Recognizing that efforts to rectify negative real ASA values retroactively may not be an option in the short run FSBC respectfully suggests consideration of a minimum 2006-07 Salary Adjustment, in keeping with GVSU's own historical average and with that of national trends. Currently, this would be based on the anticipated minimum CPI value of 4.2% plus an average GVSU real ASA value of 1.5%. **Therefore FSBC requests a 2006-07 salary adjustment equal to the January 2006 annual composite Midwest CPI plus 1.5%**

Relative Cost

One of FSBC's unanimous and highest priorities for 2005-2006 is obtaining the best fiscally prudent 2006-2007 salary adjustment possible. Given the negative real ASAs of the past two years, the shift in health care costs, and current year-over-year inflation in the Midwest running well over 4 percent (.....) this can easily be understood. By FSBC's estimation adding the annual value of 1.5% over CPI to salaries this year would require less than 9% of the current 2006-2007 budgeted General Fund increase of 18 million in revenues.

Promotional Increments

It has been over 16 years since GVSU has updated its promotional increments. In January of 2003 UAS passed a motion requesting that the Provost consider providing a moderate increase of \$1,000 to each step. As of October 2005 neither UAS nor FSBC has received word of plans for implementation. This was again unanimously voted as FSBC's first priority for resolution in 2005-2006. In the case of 75 promotions occurring in 2006-2007 the increase in cost would be roughly \$75,000 or less than 0.001% of the estimated Instructional Budget.