

**Faculty Salary and Budget Committee Meeting #6  
December 1, 2006**

**PRESENT:** Teresa Bacon-Baguley, Larry Burns (Chair), Douglas Busman, Marinus DeBruine, Milton Ford, Joe Godwin (ex officio), Robert Hollister, Zachary Kurmas, Donijo Robbins, Paul Stephenson, Joel Stillerman, Al Sheffield, Patrick Thorpe, Elaine Van Doren (for Rebecca Davis), Xandra Xu

1. Call to order

The meeting was called to order at 12:03pm

2. Review of minutes

The minutes of November 10, 2006 were approved as presented.

3. Announcements

It was reported that the state budget is expecting a short-fall, related, in part to the repeal of the Small Business Tax. There is a strong likelihood that there will be a further reduction in appropriations for Higher Education.

Further discussion centered on how to identify peer institutions with a focus on best practices for workload and salary issues.

4. Annual Salary Adjustment Memo

There was discussion on the 11/18/06 memo from ECS regarding the Annual Salary Adjustment and whether FSBC members felt it was accurate. The FSBC Chair will discuss concerns with the ECS Chair.

5. Emergency Overload Recommendation

The Chair will meet with ECS to discuss the Emergency Overload Recommendation and it's inclusion in the Faculty Handbook. A clear definition of what constitutes a true emergency needs to be established to ensure a consistent application of the policy.

6. Discussion of Salary \*market\* models

Information on Faculty Salaries from the University of North Carolina and Eastern Michigan University was distributed, as well as information on declining enrollment at Western Michigan University. Discussion.

The notion of identifying peer institutions was discussed again, and how to determine the set of peer institutions that fit the aspirations of GVSU as opposed to just a comparison against other universities.

7. Adjournment

The meeting adjourned at 1:33pm



Approved 1 12 07