Faculty Salary and Budget Committee

Minutes of February 11, 2011

**PRESENT:** Aaron Baxter, Bruce Bettinghaus (for Marinus DeBruine), Lawrence Burns (Chair), Wally Boeve, Doug Busman, Pat Bravender, Gretchen Galbraith, Joe Godwin (ex officio), Linda Grinstead, Andrew Schlewitz, Paul Stephenson, Pat Thorpe, Xandra Xu

The Meeting was Called to Order at 12:02 pm

Minutes of Jan. 28, 2011 were approved as submitted.

The Chair presented an overview of the revised FSBC Compensation Review Memo and Motion of December 3, 2010. Discussion was heard on recommended changes to the Administrative Manual, Chapter 4, Section 2.20.3 Extra Compensation.

 A Motion was made and Supported to forward the changes to the Executive Committee of the Senate as presented at this meeting. The language would read:

3. **Extra Compensation.** Extra compensation, except as provided in Section 2.30.7 (Alternate Service), is determined as follows:

B. Faculty who teach courses outside of and in addition to their normal full-time

responsibilities shall be paid **\***~~extra~~ overload compensation at the rate of ~~$600.00~~ a minimum of $1,000 per credit hour per semester. This amount shall be appropriately prorated for teaching more than or less than three credits or where responsibility is shared with other faculty.

C. Overload Compensation subject to approval by the Provost.

**APPROVED Unanimously**

Joe Godwin distributed material showing salary changes with and without promotion increments factored in. The Chair presented an historical overview of prior discussions held. Discussion.

The Chair presented an overview of merit pay distribution parameters and distributed Range of Salary Adjustment material per Faculty Handbook policy. Discussion. It was agreed during discussion to revisit this topic and data in the next academic year 2011-12.

Further discussion ensued on whether peer review is conducted by entire units or if faculty are assigned a group of their peers for review. Discussion on this topic will continue at a future meeting.

The meeting Adjourned at 1:22pm.