

Faculty Salary and Budget Committee
Minutes of Friday, February 9, 2007

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

1. Call to order

The meeting was called to order at 12 Noon.

2. Review of minutes

There were no minutes for review.

3. Announcements

The Chair reported that he and other university constituencies met with Dave Smith from Human Resources regarding benefit costs from the past years.

Joe Godwin reported that the Governor is intent on not cutting funding to Higher Education institutions. Due to the revenue shortfall in the state, the last half of the August 2007 payment will be delayed 90+ days.

4. Material on Promotional Increments and the proposed motion for FY07-08 increases that was distributed earlier was discussed. Work is needed to decide what the ideal promotional increment should be, and ways identified to get to that level. Issues such as a compression, regression and retention also need to factor into the decision. There was a recommendation to develop a goal statement to identify what the promotional increments should be, including a justification for the amount.

It was moved, seconded, and unanimously approved to table the motion for promotional increments.

A further recommendation was made to conduct a survey to determine what the Faculty-At-Large determine is a priority.

A motion was made, seconded, and unanimously approved to untable a survey request from a year or so ago and conduct the survey. Julie Guevara, Assessment and Accreditation Officer, will be consulted as to when the best time to conduct the survey will be.

5. Recommended Faculty Annual Salary Adjustment Budgeting FY07-08

There was discussion on the material that was distributed earlier regarding the Faculty Annual Salary Adjustment Budgeting for FY 07-8. Joe Godwin distributed additional material on the percent of change over a five year period. Discussion.

It was moved, seconded, and unanimously approved that the Faculty Salary and Budget Committee recommends that in any given year, ordinarily, all faculty who obtain an annual summary peer evaluation of satisfactory or better shall receive a minimum salary increase equivalent to the rate of inflation, or Midwest CPI (currently 2.7% in 2006).

It was also moved and seconded for the Faculty Salary and Budget Committee to strongly request recognition, as stated policy, of the objective of an annual salary increase intended to match the Midwest CPI plus 1.5%, along with separate funds, (up to



5% of the prior year's salary increment funds), for use by the Provost in special situations. After continued discussion, this was approved by consensus.

6. Consideration of possible changes to FSBC charge.
No Discussion
7. Consideration of declining enrollment patterns at Western University
No Discussion
8. Adjournment
The meeting was adjourned at 1:33 pm

