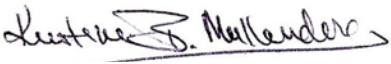




University Academic Senate
Executive Committee of the Senate
Kristine Mullendore, Chair 2010 - 11
Nancy Levenburg, Vice Chair 2010 -11

Memorandum

TO: Donijo Robbins, Chair, Faculty Salary and Budget Committee

FROM: Kristine Botsford Mullendore, Chair, ECS/UAS 

SUBJECT: Agenda for 2010-2011

DATE: August 20, 2010

CC: Gayle R. Davis, Provost and Vice President for Academic Affairs
ECS Members
FSBC Members

At its retreat on August 19, 2010, the Executive Committee of UAS agreed that we should continue to offer some guidance to the standing committees as they embark upon another academic year. This assistance is intended to support the ongoing work of the members of each committee as they identify and prioritize agenda items for the upcoming academic year.

Attached for your reference is the section from the Faculty Handbook which outlines the regular responsibilities of your standing committee. In attending to these regular duties, ECS would like you, as time permits, to address the following matters:

1. Faculty Salaries and Benefits

Continue to review overall faculty compensation at Grand Valley with the 14 other Michigan public institutions. Specifically:

- i. Please review faculty compensation for summer teaching at Grand Valley in comparison to that provided at comparable Michigan institutions.
- ii. Please review faculty overload compensation at Grand Valley to that provided at comparable Michigan institutions.
- iii. Please review retirement contributions made on behalf of Grand Valley faculty by the University, to those provided to faculty at comparable Michigan institutions.
- iv. Please review compensation and benefits provided to each type of contingent faculty (Adjunct Instructors, Adjunct Affiliate Faculty, Adjunct Visiting Faculty, etc.) at Grand Valley, to compensation and benefits provided at comparable Michigan institutions.
- v. Review the current salary distribution parameters and their impact on salary increases to faculty according to their performance rating and, conversely, whether the gap between satisfactory and exemplary is conferring sufficient distinction between the two performance rankings.
- vi. Work in concert with the administration in the implementation of the revisions to the Health Plan design proposed during the 2009-10 academic year.
- vii. Please review unit head stipends across the university differentiating those who are on 12 month contracts from those who are on nine month contracts.

2. Retrenchment (and Program Viability)

Please continue to work with UAS in its consideration of the 2009-10 FSBC recommendation proposing revisions the existing Faculty Handbook language regarding Reduction in Force and Retrenchment policies.

3. Budget Review

Review pertinent data relative to unit budgets for the academic years since the most recent university reorganization.

4. Proactive Suggestions

Given the increasingly dramatic downward shift in Michigan's economy, the FSBC is fully encouraged to provide the UAS with proactive suggestions and/or concerns related to issues that may, in the judgment of the FSBC, warrant timely consideration of behalf of faculty, staff, and students.

5. Monitor Enrollment and Budget Goals

As part of the FSBCs fiduciary responsibilities on behalf of faculty—in line with #4 above, as appropriate, please work with the administration to monitor the university's enrollment and budget goals.

6. Explore FSBC Leadership Transition Options

Explore possible revisions to the Faculty Handbook language governing FSBC charge for possible revision to improve leadership transition.

Thanks for all the work you do on this important committee.

d. Faculty Salary and Budget Committee (FSBC):

i. Faculty Membership: Faculty membership of the FSBC consists of seven members from the College of Liberal Arts and Sciences, two from the Seidman College of Business, one from each of the remaining colleges, and one from the university libraries. The term of office is three years beginning at the end of the winter semester. Terms of those from colleges with two or more members are staggered. The vote for chair occurs at the beginning of the Winter semester of the year in which the prospective chair is selected to serve.

ii. Student Membership: One student representative selected by and from the Student Senate for a term of one year.

iii. Administration Membership: The Provost or designee ex officio, non-voting

iv. Responsibilities: The FSBC has three primary responsibilities:

- a) To study pertinent data and make recommendations to the Senate through the ECS on the allocation of funds within the GVSU budget as a whole as well as within the budgets of the administrative divisions, and
- b) To study pertinent data and make recommendations to the Senate through the ECS on the items of the budget, compensation or faculty security, .
- c) To study pertinent data and make recommendations to the Senate through the ECS, at both the Prospectus and Final Plan stages, on proposals for the establishment of additional units/programs at GVSU.

The President and/or ECS may request the FSBC to study specific items and make recommendations concerning them.