

Grand Valley State University

Executive Committee of the Senate

Minutes of November 10, 2006

Present: David Bair, John Bender, Yatin Bhagwat, Gayle Davis (ex officio), Rob Franciesi (Chair), Joe Godwin (ex officio), Rita Grant, Robert Hendersen, James King (student), Paul Leidig, Jean Nagelkerk (ex officio), Jean Martin, Kristine Mullendore (Vice Chair), Ted Sundstrom (for Karen Novotny), John Peck, Ellen Schendel, Bob Schoofs, Gretchen Galbraith (for Kathleen Underwood), Jeroen Wagendorp, Don Williams, Jim Wolter

Guests: Larry Burns (Psychology, FSBC Chair), Linda Goossen (Clinical Laboratory Science, UCC Chair)

Agenda Items	Discussion	Action / Decisions
1. Approval of Agenda	The agenda of November 10, 2006 was reviewed	The agenda of November 10, 2006 was approved as submitted.
2. Approval of Minutes	The Minutes of October 13, 2006 were reviewed.	The minutes of October 13, 2006 were approved, as amended.
3. Report of Chair	<p>The Minutes of November 3, 2006 were reviewed.</p> <p>a) Kristine Mullendore, Vice Chair, reported as acting chair in the absence of the Chair.</p> <p>b) Vice Chair Mullendore reported that a series of workshops on the personnel process are being presented by Jean Nagelkerk, Rob Franciosi, and Tom Butcher. All faculty members are welcome to attend. Sessions are also being held for administrative assistants and other office support staff.</p> <p>c) Vice Chair Mullendore reported that Provost Davis held a meeting of the University Leadership Team of which the Chair attended as a member. This is a newly created advisory committee to President Haas.</p> <p>d) The Vice Chair reported that all faculty members have been sent an email memo by the Provost regarding the planning and implementation process for individualized faculty workload. ECS members are asked to encourage their college UAS members to reach out to the faculty they represent with respect to this email prior to the 11/17/06 UAS meeting.</p> <p>e) Vice Chair Mullendore reported that she is the liaison to the University Curriculum Committee (UCC) and the Graduate Council (GC) and has been in regular contact with them. She has also met with the GC Chair, Dave Cannon, and the UCC Chair, Linda Goossen regarding the GC's proposed bylaw amendment. These</p>	<p>The minutes of November 3, 2006 were approved, as submitted.</p>

	<p>amendments include a proposal to <u>normalize</u> their use of subcommittees – one focusing on policy matters and the other focusing on curricular items. During that meeting it was determined that there were some process matters in the proposed amendments that needed to be clarified. Dave Cannon agreed to take them back to the GC for revision. They will then be sent on to JCC and ECS for consideration.</p> <p>f) The Vice Chair reported that she is also the liaison to the University Assessment Committee (UAC). They have completed their review of over 75 assessment plans. The UAC is commended for all of their work.</p> <p>g) The Vice Chair reported that beta testing is being done on the Banner System and encouraged faculty members to participate in these sessions.</p>	
<p>4. Report of Provost</p>	<p>a) Provost Davis confirmed the Vice Chair's report that she had sent out an email memo on faculty workload plans and implementation.</p> <p>b) Provost Davis reported that the full implications of the passage of Proposal Two, the Michigan Civil Rights Initiative banning the consideration of race or gender in awarding contracts or admissions in public institutions, are not known at this time. However, she noted that as the admissions program at GVSU does not use race or gender as a criterion for admission there will be no impact there. In addition, it does not appear that it will impact the university's process for hiring faculty as GVSU is mandated to follow Federal law regarding Affirmative Action.</p> <p>Provost Davis also reported that the Governor has issued an Executive Order that mandates that all public institutions of higher education report to the State on their plans for instituting Proposal Two. This information will be included in a formal report that the State will issue within 90 days of the Executive Order on institutional compliance with Proposal Two. President Haas has received numerous emails on this topic. Provost Davis urges all faculty members to do what they can to make all persons feel welcome at GVSU.</p> <p>In response to a question, Provost Davis reported that the timeline for implementation of Proposal Two is immediate. She added that students with awarded scholarships that appear to be threatened by the passing of Proposal Two will not be left without financial assistance.</p> <p>Out of discussion, a <u>motion was presented</u> as follows:</p>	<p>MOTION: Recognizing the importance of diversity to Grand</p>

	<p>Recognizing the importance of diversity to Grand Valley State University's vision, the University Academic Senate expresses its appreciation to the President and Administration for reaffirming an institutional commitment to this issue. As the future unfolds, the University Academic Senate will continue to work with the Administration to address matters of diversity.</p> <p>c) The Provost clarified that it was President Haas who established the University Leadership Team (ULT) along with a Senior Management Team (SMT), and that he has retained the Budget Committee. She chairs the meetings of the University Leadership Team.</p> <p>d) Provost Davis reported that after last week's ECS meeting the university's strategic planning goals are being re-addressed. The administration will refine the seven original goals that are posted on the university website and also develop a process for revising them when necessary that will include the opportunity for input from faculty governance. It is expected that the goals will be brought back to ECS during the Winter semester.</p> <p>e) Provost Davis reported that the accrediting body that reviewed the Kirkhof College of Nursing was impressed with the program and the university.</p>	<p>Valley State University's vision, the University Academic Senate expresses its appreciation to the President and Administration for reaffirming an institutional commitment to this issue. As the future unfolds, the University Academic Senate will continue to work with the Administration to address matters of diversity Approved: Unanimously</p>
<p>5. Report of Student Senate President</p>	<p>a) Jim King, Student Senate Vice President reported GVSU won the Battle of Valleys fundraiser with a combined total approaching \$40,000 for their respective charities.</p> <p>b) Mr. King reported that the "Get Out the Vote" campaign was successful.</p> <p>c) Following the announcement of the election results the Student Senate held a meeting around the clock tower to discuss the implications of the passage of Proposal Two.</p> <p>d) Mr. King announced that the newly created GVSU Diversity Network will meet for the first time on November 17.</p>	
<p>6. New Business</p>	<p>a) Linda Goossen, the University Curriculum Committee (UCC) Chair, provided an overview of the UCC's proposed change that they developed under their charge from ECS to develop a more expedited process for reviewing requests for the removal and clarification of course registration requirements. This change was initiated by a faculty request to be able use the new Banner software system to enforce registration requirements. The UCC proposal streamlines the process for reviewing these curriculum changes when registration requirements will be eliminated or substituted, but not for additional requirements. The expedited process developed by UCC has been piloted by the College of Liberal Arts and Sciences.</p>	

	<p>The Chair announced that, if there are any technology questions as to Banner enforcement of course registration requirements, Sue Korzinek from Information Technology indicated that she could attend the UAS meeting on 11/17/06.</p> <p>All units would be expected to review each of their courses and submit a report that either identifies requested changes or reports that no changes will be made by February 2, 2007. Registration requirements need to be programmable, if the intent is to have Banner enforcement. Course registration requirements can be non-programmable, as long as the units understand that Banner will not be enforcing them.</p> <p>The Vice Chair and ECS members commended Linda Goossen and the UCC for their excellent work. The forms and instructions will be posted on the web site and distributed at Deans Council. This item will be added as an announcement during the Chair Report at the UAS meeting of 11/17/06.</p> <p>b) Larry Burns, Chair of the Faculty Salary and Budget Committee (FSBC) presented an overview of their Annual Salary Adjustment Recommendation. He thanked Provost Davis for adding monies to the salary increment pool.</p> <p>Materials on the 2007-2008 Annual Salary Adjustment were distributed, explained, and discussed.</p> <p>A motion was made and seconded to place the FSBC annual salary recommendation on the 11/17/06 UAS agenda with a recommendation that it be approved.</p>	<p>MOTION: The Executive Committee of the Senate recommends that the University Academic Senate approve the Faculty Salary and Budget Committee Annual Salary Recommendation. Approved: Unanimously</p>
7. Other	The ECS was reminded that the university is hosting a soccer event on Saturday, November 12, 2006	
8. Adjournment	The meeting was adjourned at 4:41 pm	The next ECS meeting will be on December 1, 2006

Fall 2006 Annual Salary Adjustment (ASA) request for 2007-08 budgetary purposes

FSBC requests a 2007-08 salary adjustment of 4.7%.

In 2005 the FSBC recommended 3.3% CPI_{Midwest} plus a 1.5 % nominal salary adjustment increment for the 2006-2007 academic year. This was based on the current rate of inflation in the Midwest region and an average nominal value of salary increases over inflation based on 30 years of data from the AAUP annual salary survey. The Board of Control allocated 3.0% (\$1,380,210) for salary adjustment of which 0.15% (\$207,032) was reserved for special salary adjustments.

The Provost then allocated \$510,035 from end of the year funds for additional special salary adjustments. The sum of the Board of Control allocation and the additional discretionary funds from the Provost provide a total increase from 2004-05 of 4.3%. The FSBC, on behalf of the faculty, thank the Provost for this extra allocation which primarily went to equity adjustments.

In considering salary adjustments this year and for the future, there are different data sets which can be used. FSBC is in the process of considering which data sets are most appropriate for GVSU to use as benchmarks.

While we continue to refine our data analysis, FSBC can still make a considered recommendation. We recommend a 4.7 % salary increment for the 2007-2008 academic year. This is based on the current (estimated) annual inflation rate of 3.2 % and an additional 1.5 % for merit and equity adjustment. Under the current formula, this would be \$2,325,187. Under current handbook allocation 0.15%, or, \$348,778 would be reserved for special salary adjustments and \$1,976,409 would thus be allocated to the general salary pool.

**Annual Salary Adjustment (ASA) 03-04 to 06-07
Regular Continuing Faculty**

	03-04	04-05	05-06	06-07	Avg Real ASA
N	565	621	653	643	
ASA	2.5	2.4	3.6	5	
CPI Midwest (inflation)	1.9	2.4	3.2	3.3	
ASA - CPI	0.6	0	0.4	1.7	0.33
Health Care Cost Shift (net)	0	0	-2.0	-1.9	
GVSU Nominal ASA	0.6	0	-1.6	-0.2	-0.33
AAUP National ASAs	1.9	1.2	1.2	?	1.43
GF↑ %	6.7	8.4	6.6	8.0	7.43

* http://data.bls.gov/PDQ/servlet/SurveyOutputServlet?data_tool=latest_numbers&series_id=CUUR0200SA0&output_view=pct_12mths

Notes: ASA= Annual Salary Adjustment; CPI= Consumer Price Index, Midwest Region; Real ASA= Salary Increase minus inflation;

GF= GVSU General Fund; AAUP National ASAs = national comparison of salaries for continuing faculty--annual data.

Annual Average Percentage Increases in GVSU Salaries

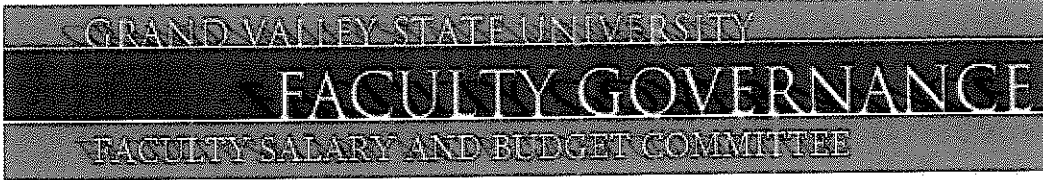
From	To	Salary Increment Funds	N	AAUP Definition	N	Regular Continuing Faculty	N
1998-99	1999-00	3.7%	486	5.2%	475		
1999-00	2000-01	5.0%	539	5.7%	522		
2000-01	2001-02	3.8%	574	4.5%	555		
2001-02	2002-03	2.9%	599	3.5%	574		
2002-03	2003-04	2.3%	653	2.8%	822	2.5%	565
2003-04	2004-05	1.8%	693	2.1%	862	2.4%	621
2004-05	2005-06	3.0%	692	3.5%	885	3.6%	653
2005-06	2006-07	3.0%	732	4.7%	919	5.0%	643

Notes:

"Regular Faculty" includes all tenured/tenure track faculty, including library faculty present Sept. 30th to Sept. 30th of successive years.

AAUP excludes library faculty from its calculations. Beginning with the 2002-03 to 2003-04 report, full-time non-tenure-track faculty (Affiliate and Visiting faculty) are included.

11/10/06
ECS



2007-08 Salary Recommendation
Supporting Materials

Presented to ECS
November 10, 2006



University Academic Senate
Executive Committee of the Senate
Rob Franciosi, Chair 2005-2006
Karen Novotny, Vice Chair 2005-2006

Memorandum

TO: Gayle Davis, Provost

FROM: Rob Franciosi, Chair, ECS/UAS RF

SUBJECT: Annual Salary Adjustment Recommendation

DATE: 2 December 2005

cc: Mark A. Murray, President
Larry Burns, Chair, FSBC
Sue Martin, Executive Associate Vice President for Academic Affairs
Scott Richardson, Associate Vice President for Human Resources
ECS/UAS Distribution

On November 18, 2005, the University Academic Senate unanimously recommended using the current year Consumer Price Index-Midwest annual value, plus at least 1.5%, as the basis for establishing the salary pool value for each year.

Our request is based on two crucial factors: historical trends at GVSU in comparison to other universities; and, the growing impact of inflation.

Analysis at the national level through 2004-05 indicates that real university salaries 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>). Over a ten-year period GVSU salary increases have been mostly consistent with this number. The recent spike in inflation (current estimate of 4.2%) has put further pressure on faculty salaries.

The larger regional and state-wide fiscal issues that affect the university and the citizens who support it cannot be ignored, of course, yet in linking this year's Annual Salary Request both to historical trends and to inflation's impact, faculty governance hopes not only to make a sound argument, but to set forth a principle that can be used in future years.

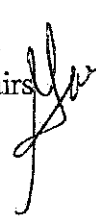
DEC 9 2005



Provost's Office
24 Zumberge Library
Gayle R. Davis, Provost and
Vice President for Academic Affairs

MEMORANDUM

TO: Rob Franciosi, Chair, ECS/UAS

FROM: Gayle R. Davis, Provost and Vice President for Academic Affairs 

SUBJECT: Annual Salary Adjustment Recommendation

DATE: January 30, 2006

C: Larry Burns, Chair, Faculty Salary and Budget Committee
Sue Martin, Executive Associate Vice President for Academic Affairs
Scott Richardson, Associate Vice President for Human Resources

I received your memo in which you forwarded the December 2, 2005 recommendation of the University Academic Senate to use the current year Consumer Price Index-Midwest annual value, plus at least 1.5%, as the basis for establishing the salary pool value for each year. The University's goal is to achieve at least a 3% annual salary increase in the next few years to keep salaries in pace with other institutions. However, given the budget uncertainties and our responsibility to plan effectively for the economic health of the University, it is never possible to commit to a salary increase in advance. Factors such as state appropriations, tuition restraint, state executive order cuts, levels of enrollment, other needs of the university, and cost increases particularly in health care and utilities are unpredictable. Careful consideration is given annually to the salary program to attract and retain the highest caliber staff and faculty possible while balancing the complex needs of the university community. I appreciate the time and thought that has gone into this recommendation.

Annual Salary Adjustment (ASA) Request for Budgetary Purposes

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://finance.myway.com/jsp/nw/nwdt_rt.jsp?section=news&feed=ap&src=601&news_id=ap-d8d7qiog0&date=20051014;

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>).

Playing catch-up

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 2005-2006 Salary Adjustment, in keeping with GVSU's own historical average and with that of national trends. This would be based on the anticipated CPI value of 4.2% plus an average GVSU real ASA value of 1.5%, for a minimum 2005-2006 total salary adjustment of 5.7%.

The Big Picture

FSBC is aware of, and supports, the Provost's objective of increasing the number of tenure track faculty at GVSU. Extending 75 searches is commendable. If 35 of these lines are replacements and 75 visitor lines are eliminated as planned then the estimated net cost would be minimal.

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 2005-2006. In the case of 75 promotions occurring in 2005-2006 the increase in cost would be roughly \$75,000 or less than 0.0004% of the General Fund budget.

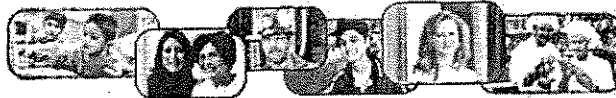
2005-2006 Salary Adjustment

Part of FSBC's unanimous and second highest priority for 2005-2006 is obtaining the best fiscally prudent salary adjustment possible. Given the negative real ASAs of the past two years and current year-over-year inflation in the Midwest running well over 4 percent (<http://www.bls.gov/ro5/cpimid.htm>) this can easily be understood. By FSBC's estimation adding the annual value of 1.5% over CPI to salaries this year would require somewhat less than 9% of the current 2005-2006 budgeted General Fund increase of 18 million in revenues.



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RELATED LINKS



Midwest Economy - Consumer Prices

Consumer Price Index for All Urban Consumers, all items, in the U.S., Midwest, and selected metropolitan areas (1982-84=100 unless otherwise noted)(not seasonally adjusted)

Area (Links provide news releases)	Back data	Annual average 2005	Aug 2006	Sep 2006	Percent change		
					Annual average 2004 to 2005	12 months ended	
						Aug 2006	Sep 2006
U.S. City Average		195.3	203.9	202.9	3.4	3.8	2.1
Midwest region ⁽¹⁾		188.4	195.1	193.7	3.2	2.8	0.6
Midwest City Size Class (population)							
A (over 1.5 million)		190.2	196.9	195.7	2.9	2.8	1.1
B/C (50,000-1.5 million) ⁽²⁾		120.1	124.1	123.2	3.4	2.6	0.1
D (less than 50,000)		182.8	190.9	189.1	4.1	3.4	1.0
Metropolitan areas							
Chicago-Gary-Kenosa, IL-IN-WI		194.3	200.4	199.6	3.0	2.3	0.7
Cincinnati-Hamilton, OH-KY-IN ⁽³⁾		181.6			2.9		
Cleveland-Akron, OH ⁽⁴⁾		187.9		190.7	3.5		-0.5
Detroit-Ann Arbor-Flint, MI ⁽⁴⁾		190.8	198.6		2.9	3.3	
Milwaukee-Racine, WI ⁽³⁾		185.2			2.8		
Minneapolis-St. Paul, MN-WI ⁽³⁾		193.1			2.8		

Footnotes

- (1) The Midwest region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.
- (2) December 1996=100.
- (3) Published only as semi-annual (6-month) average.
- (4) Published in alternate months.

SOURCE: Consumer Price Index

The Consumer Price Index (CPI) measures changes in prices of all goods and services purchased for consumption by urban households.
Return to **Midwest Economic Summary** menu

TABLE A
 Percentage Increases in Average Nominal and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods, and Percentage Change in the Consumer Price Index, 1971-72 through 2005-06

	NOMINAL TERMS					REAL TERMS					Change in CPI
	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	
ALL FACULTY											
1971-72 to 1973-74	9.7	9.6	9.1	8.8	9.4	-2.7	-2.8	-3.3	-3.6	-3.0	12.4
1973-74 to 1975-76	12.4	12.1	11.7	12.3	12.1	-7.7	-8.0	-8.4	-7.8	-8.0	20.1
1975-76 to 1977-78	10.1	10.4	10.3	10.4	10.2	-1.8	-1.5	-1.6	-1.5	-1.7	11.9
1977-78 to 1979-80	13.5	13.2	13.1	12.8	13.3	-10.0	-10.3	-10.4	-10.7	-10.2	23.5
1979-80 to 1981-82	18.6	18.1	18.7	17.5	18.5	-3.9	-4.4	-3.8	-5.0	-4.0	22.5
1981-82 to 1983-84	11.2	11.0	11.9	12.1	11.4	3.5	3.3	4.2	4.4	3.7	7.7
1983-84 to 1985-86	13.2	12.7	13.2	12.5	13.1	5.3	4.8	5.3	4.6	5.2	7.9
1985-86 to 1986-87	6.0	5.8	5.7	4.9	5.9	4.9	4.7	4.6	3.8	4.8	1.1
1986-87 to 1987-88	5.0	4.8	4.9	3.8	4.9	0.6	0.4	0.5	-0.6	0.5	4.4
1987-88 to 1988-89	5.8	6.7	6.0	5.3	5.8	1.4	2.3	1.6	0.9	1.4	4.4
1988-89 to 1989-90	6.3	6.3	6.3	5.4	6.1	1.7	1.7	1.7	0.8	1.5	4.6
1989-90 to 1990-91	5.5	5.3	5.5	5.0	5.4	-0.6	-0.8	-0.6	-1.1	-0.7	6.1
1990-91 to 1991-92	3.4	3.5	3.8	3.9	3.5	0.3	0.4	0.7	0.8	0.4	3.1
1991-92 to 1992-93	2.6	2.3	2.6	2.3	2.5	-0.3	-0.6	-0.3	-0.6	-0.4	2.9
1992-93 to 1993-94	3.0	3.1	3.0	3.2	3.0	0.3	0.4	0.3	0.5	0.3	2.7
1993-94 to 1994-95	3.4	3.4	3.2	3.5	3.4	0.7	0.7	0.5	0.8	0.7	2.7
1994-95 to 1995-96	3.1	2.9	2.7	2.6	2.9	0.6	0.4	0.2	0.1	0.4	2.5
1995-96 to 1996-97	2.9	3.0	2.4	3.2	3.0	-0.4	-0.3	-0.9	-0.1	-0.3	3.3
1996-97 to 1997-98	3.6	3.2	2.8	2.6	3.3	1.9	1.5	1.1	0.9	1.6	1.7
1997-98 to 1998-99	4.0	3.6	3.5	2.9	3.6	2.4	2.0	1.9	1.3	2.0	1.6
1998-99 to 1999-00	4.3	4.0	3.9	3.7	3.7	1.6	1.3	1.2	1.0	1.0	2.7
1999-00 to 2000-01	4.4	3.9	4.4	3.6	3.5	1.0	0.5	1.0	0.2	0.1	3.4
2000-01 to 2001-02	4.2	3.8	4.8	4.2	3.8	2.6	2.2	3.2	2.6	2.2	1.6
2001-02 to 2002-03	3.4	3.1	3.8	2.2	3.0	1.0	0.7	1.4	-0.2	0.6	2.4
2002-03 to 2003-04	2.4	2.0	2.3	2.0	2.1	0.5	0.1	0.4	0.1	0.2	1.9
2003-04 to 2004-05	3.4	3.0	3.2	2.7	2.8	0.1	-0.3	-0.1	-0.6	-0.5	3.3
2004-05 to 2005-06	3.7	3.3	3.3	3.2	3.1	0.3	-0.1	-0.1	-0.2	-0.3	3.4
CONTINUING FACULTY											
1971-72 to 1973-74	10.4	12.4	12.8	13.7	11.9	-2.0	0.0	0.4	1.3	-0.5	12.4
1973-74 to 1975-76	14.3	15.7	16.5	17.9	15.6	-5.8	-4.4	-3.6	-2.2	-4.5	20.1
1975-76 to 1977-78	12.5	13.2	13.5	13.7	13.0	0.6	1.3	1.6	1.8	1.1	11.9
1977-78 to 1979-80	15.2	16.3	17.4	18.0	16.1	-8.3	-7.2	-6.1	-5.5	-7.4	23.5
1979-80 to 1981-82	19.9	21.0	22.4	22.3	20.9	-2.6	-1.5	-0.1	-0.2	-1.6	22.5
1981-82 to 1983-84	13.3	13.9	15.3	14.7	14.1	5.6	6.2	7.6	7.0	6.4	7.7
1983-84 to 1985-86	14.2	15.1	16.3	16.1	14.9	6.3	7.2	8.4	8.2	7.0	7.9
1985-86 to 1986-87	6.3	6.7	7.0	6.5	6.6	5.2	5.6	5.9	5.4	5.5	1.1
1986-87 to 1987-88	6.1	6.6	7.1	6.9	6.5	1.7	2.2	2.7	2.5	2.1	4.4
1987-88 to 1988-89	6.4	7.1	7.6	7.4	6.8	2.0	2.7	3.2	3.0	2.4	4.4
1988-89 to 1989-90	6.9	7.4	7.8	7.5	7.3	2.3	2.8	3.2	2.9	2.7	4.6
1989-90 to 1990-91	6.1	6.8	7.2	7.0	6.6	0.0	0.7	1.1	0.9	0.5	6.1
1990-91 to 1991-92	3.9	4.5	4.9	5.1	4.3	0.8	1.4	1.8	2.0	1.2	3.1
1991-92 to 1992-93	3.2	3.7	4.2	4.4	3.6	0.3	0.8	1.3	1.5	0.7	2.9
1992-93 to 1993-94	3.8	4.4	4.7	4.5	4.2	1.1	1.7	2.0	1.8	1.5	2.7
1993-94 to 1994-95	4.1	4.7	4.9	4.9	4.6	1.4	2.0	2.2	2.2	1.9	2.7
1994-95 to 1995-96	3.7	4.1	4.5	4.4	4.0	1.2	1.6	2.0	1.9	1.5	2.5
1995-96 to 1996-97	3.0	4.0	4.2	4.6	3.5	-0.3	0.7	0.9	1.3	0.2	3.3
1996-97 to 1997-98	4.0	4.6	4.8	5.0	4.3	2.3	2.9	3.1	3.3	2.6	1.7
1997-98 to 1998-99	4.5	5.0	5.3	5.3	4.8	2.9	3.4	3.7	3.7	3.2	1.6
1998-99 to 1999-00	4.5	4.9	5.4	5.3	4.8	1.8	2.2	2.7	2.6	2.1	2.7
1999-00 to 2000-01	5.0	5.4	5.8	5.8	5.3	1.6	2.0	2.4	2.4	1.9	3.4
2000-01 to 2001-02	4.8	5.1	5.7	5.4	5.0	3.2	3.5	4.1	3.8	3.4	1.6
2001-02 to 2002-03	4.1	4.4	4.7	4.5	4.3	1.7	2.0	2.3	2.1	1.9	2.4
2002-03 to 2003-04	2.8	3.3	3.5	3.8	3.1	0.9	1.4	1.6	1.9	1.2	1.9
2003-04 to 2004-05	4.2	4.7	4.8	4.7	4.5	0.9	1.4	1.5	1.4	1.2	3.3
2004-05 to 2005-06	4.1	4.7	4.8	4.4	4.4	0.7	1.3	1.4	1.0	1.0	3.4

Note: Consumer Price Index (CPI) obtained from the U.S. Bureau of Labor Statistics. The change in the CPI for all urban consumers, the percentage change that this table reports, is calculated from December to December. Salary increases for the years to 1985-86 are grouped in two-year intervals in order to present the full 1971-72 through current year series. Nominal salary is measured in current dollars. The percentage increase in real terms is the percentage increase in nominal terms adjusted for the percentage change in the CPI. Figures for All Faculty represent changes in salary levels from a given year to the next. Figures for Continuing Faculty represent the average salary change for faculty on staff at the same institution in both years over which the salary change is calculated.

30, 10, 5 Year %'s →

1971-72 → 2004-05 1.45%
 1994-95 → " " 1.83%
 1999-00 → " " 1.76%
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**Net estimated Health Care Cost Shift
Costs to faculty as of January 1, 2006
In costs as % of Salary**

Values as provided

Per J. Bachmeier estimated additional premium cost \$922 per participant
of faculty 761
Value of medical insurance per faculty = \$7909

Per J. Godwin 10/25/06 1% increase in salary = +/- 460,070

Preliminary Estimation of Costs

Gross premium shift cost to faculty		(701,642)	(1.53)
Special salary adjustment 761@\$450	342,450		
Fringe @ 12%	<u>41,094</u>		
Total shift offset to faculty		383,544	
Balance cost of HC shift borne by faculty		(318,098)	
Balance of cost as % of Salary			(0.69)

Increased Plan Change out-of-pocket costs to participants:

Per ABG 3/25/05	4%		
Value of medical per faculty	\$	7,909	
Total per faculty out-of-pocket shift in \$	\$	(316)	
Sum of shift	\$	(240,750)	

Balance of out-of-pocket shift in faculty costs as % of Salary (0.52)

Estimated decrease in premiums due to shift in out-of-pocket costs					
7,909	761	6,620,624	662,062		870
7,593	761	6,355,799	635,580		835
					35

Net premium savings @ 4% increase in
in out-of-pocket costs to faculty 26,482

**Premium decrease due to out-of-pocket
shift in costs as % of Salary 0.06**

Net estimated Health Care Cost shift cost (1.16) (1.99)
In costs as % of Salary

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2006/07

Histogram

