

Faculty Salary and Budget Committee # 6
Minutes of November 11, 2005

PRESENT: Burns, Ranger, Ward, Stephenson, Dimkoff, Ward, Gahdoun, Ford, Stillerman, Coviak, Kurmas, Thorpe, Stephenson, Copenhagen, Hipp, Martin

1. The meeting was called to order at 12:02pm
2. The minutes of 10/28/05 were reviewed.

A motion was made, seconded, and approved to amend the minutes by adding the following sentence to the end of Section 3.E.

"All Approved Minutes, Agendas, Formally Approved Proposals and Recommendations will be posted on the Faculty Governance website."

A motion was made, seconded, and approved that the Chair will call for a formal motion on background and supporting documents, but all approved items will be posted on the website.

3. Announcements

- a. The Chair reported that he received a memo from Human Resources regarding the development of a Wellness Task Force, and will keep the committee updated on the status of the task force.
- b. The Chair reminded the committee that lunch will be provided at the next meeting scheduled for Friday, December 2.
- c. The Chair called for volunteers to serve on a subcommittee to establish guidelines on what data benchmarks should be established, which universities should be used as peer institutions, and whether or not the annual CUPA data serves the needs of FSBC.
Discussion.

Three committee members volunteered to serve on the subcommittee: Sally Hipp, Zachary Kurmas, and Paul Stephenson.

It was noted that a request to have the AACSB data published in the annual salary newsletter.

4. Discussion of 2005-2006 Annual Salary Adjustment

The salary adjustment request to Administration has been distributed and posted online.

A change to the salary adjustment request for 2006/07 was presented as follows:

"UAS requests that the administration consider using the January 2006 CPI-Midwest value, plus 1.5% as the basis for establishing the basic 2006-07 salary pool value."

Discussion.

A motion was made, seconded and approved that once the data is confirmed, the data on the web is corrected with an explanation of what the relevant changes are.

5. Faculty Salary considerations of merit/other categories

Material was distributed on merit and other categories for salary increases. The committee emphasized that they are sensitive to what the economic factors are within Michigan given the unemployment rate in the State. Discussion.

Section 5.02 A Faculty Annual Salary Adjustment and 5.02 B Faculty Compensation Schedule of the *Faculty Handbook* was discussed. Recommendations were made on how to

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make the information easier to understand, including identifying what the merit ranges are and developing pie-charts for the data.

Pat Thorpe volunteered to assist the Chair in composing the salary newsletter.

Committee members were asked to send any suggestions to the Chair.

6. The meeting adjourned at 1:29pm