

Grand Valley State University

University Academic Senate

November 17, 2006

PRESENT: Kirk Anderson, Charles Baker-Clark, John Bender, Yatin Bhagwat, Jan Brashler (for Deana Weibel), Agnes Britton, Gayle Davis (ex officio), Kurt Fanning, Roger Ferguson, Rob Franciosi (Chair), Phyllis Gendler (ex officio), Nancy Giardina (ex officio), Joe Godwin (ex officio), Linda Goossen, Rita Grant, Julie Guevara, Joe Helgert, Robert Hendersen, Hugh Jack, James King (student), Brian Kingshott, Gary Klingler (for Soon Hong), Paul Leidig, Elena Lioubimtseva, Jean Martin, Linda McCrea, Bart Merkle (ex officio), Melissa Morison, Kristine Mullendore (Vice Chair), Jean Nageikerk (ex officio), Karen Novotny, John Peck, Jim Sanford, Ellen Schendel, Steven Schlicker, Robert Schoofs, Claudia Sowa, Gary Stark (ex officio, for Fred Antczak), Robert Swieringa (for Roy Winegar), Jane Toot (ex officio), Kathleen Underwood, Lee Van Orsdel (ex officio), Wendy Wenner (ex officio), Oliver Wilson (ex officio)

GUESTS: Teresa Beck, Steeve Buckridge, Lawrence Burns, Teresa Castelaio-Lawless, Catherine Frerichs, Wolfgang Friedlmeier, Gabriele Gottlieb, Richard Hall, Lori Koste, Mark Moes, Paul Murphy, Bill Rogers, Mark Schaub, Nancy Shontz, Rob Stewart-Ingersoll, Heather Tafel, Lorelle Otis Thomas, Cliff Welch, Shawn Zalewski (Lanthorn)

Agenda Items	Discussion	Action / Decisions
1. Approval of Agenda	The agenda of November 17, 2006 was reviewed.	The agenda of November 17, 2006 was approved.
2. Minutes approval	The minutes of October 6, 2006 were reviewed.	The minutes of October 6, 2006 were reviewed, and approved as amended.
3. Report of Chair	<p>a) The Chair reported that the next UAS meeting is scheduled for Friday, December 8, 2006. He expects that the agenda will include consideration of the Graduate Certificate Proposal.</p> <p>b) The Chair reported that the first meeting of the University Leadership Team with President Haas was held on 11/6/06.</p> <p>c) The Chair reported that meetings for faculty on the personnel process are scheduled for the end of November and for support staff in early December.</p>	
4. Report of Provost	<p>a) Provost Davis reported that the University Leadership Team met with President Haas and the primary topic was 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. While the full implications of the passage are not known at this time, Provost Davis noted that the admissions program at GVSU does not use race or gender as a criterion for admission; in addition, it does not appear that the university process for hiring faculty will be impacted since GVSU is</p>	

	<p>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 the formal report that the State will issue within 90 days of the Executive Order on institutional compliance with Proposal Two.</p>	
<p>5. Report of Student Senate President</p>	<p>b) Provost Davis reported that the State budget news she received from Vice President McLogan indicates that there is a short-fall in the state budget that increases the potential to hurt higher education budgets. She stated that the impact at GVSU of a short fall for this year will be minimized because the leadership at GVSU has done a great job planning for such difficulties.</p> <p>a) Vice President James King reported that the Student Diversity Network is bringing together student members from minority groups to discuss the impact of the passage of Proposal Two, and that after the election results were known an open meeting was held around the clock tower to address student concerns.</p> <p>b) Mr. King thanked the Faculty Senate for their support for the Battle of the Valleys. Over \$23,000 was collected by the GVSU community. After expenses \$19,337 was donated to Burton Middle School Library.</p> <p>c) Mr. King reported that he has met with Dr. Kathleen Underwood to explore how best to develop a course for student leaders that would provide leadership development.</p> <p>d) Mr. King announced that he is graduating from GVSU in December and will continue on to Law School. The Faculty Senate thanked Mr. King for his service and wished him well as he continues his education.</p>	
<p>6. Report of the Chair continued</p>	<p>a) An overview of the University Curriculum Committee (UCC) recommendation on changes to the review process for eliminating course registration requirements was presented for informational purposes only. This work was done under a charge from ECS initiated by faculty request to be able to 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 adding requirements.</p>	
<p>7. New Business</p>	<p>a) An overview was presented on the Bylaws of the University Libraries that had been distributed earlier. Dean Van Orsdel was available to answer questions. Discussion.</p> <p>It was moved and seconded that the bylaws for the University Libraries be accepted and incorporated into the <u>Faculty Handbook</u>.</p> <p>b) An overview of the Faculty Salary and Budget Committee (FSBC) recommendation</p>	<p>MOTION: The University Academic Senate accepts the bylaws for the University Libraries and recommends that they are incorporated into the <u>Faculty Handbook</u>. APPROVED: Unanimously MOTION: The University</p> <p style="text-align: right;">1</p>

	<p>for the Annual Salary Adjustment was presented by Chair Franciosi. Larry Burns, Chair of FSBC, distributed supplementary material and explained the rationale used in computing the recommendation. Discussion.</p> <p>It was moved and seconded to accept the Annual Salary Adjustment recommendation from the Faculty Salary and Budget Committee and forward it to Administration.</p> <p>c) The following resolution approved by ECS at their 11/10/06 meeting was placed before the UAS:</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>After brief discussion it was <u>moved and seconded</u> to forward the resolution to Administration.</p>	<p>2</p> <p>Academic Senate accepts the Annual Salary Adjustment recommendation as presented by the Faculty Salary and Budget Committee and forwards it to Administration. APPROVED: Unanimously</p> <p>3</p> <p>Motion: The University Academic Senate approves the following resolution and recommends forwarding it to Administration: "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." Approved by Consensus</p>
8. Adjournment	The meeting adjourned at 3:36pm	



University Academic Senate
Executive Committee of the Senate
Rob Franciosi, Chair 2006-2007
Kristine Mullendore, Vice Chair 2006-2007

Memorandum

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

FROM: Rob Franciosi, Chair, ECS/UAS *RF*

SUBJECT: Diversity

DATE: November 18, 2006

CC: Thomas J. Haas, President
UAS/ECS Members

At its November 17, 2006, meeting the University Academic Senate voted unanimously to recommend the following resolution:

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 Administration to address matters of diversity.



University Academic Senate
Executive Committee of the Senate
Rob Franciosi, Chair 2006-2007
Kristine Mullendore, Vice Chair 2006-2007

Memorandum

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

FROM: Rob Franciosi, Chair, ECS/UAS *RF*

SUBJECT: Annual Salary Adjustment Recommendation

DATE: November 18, 2006

CC: Thomas J. Haas, President
UAS/ECS Members
FSBC Members

At its November 17, 2006, meeting the University Academic Senate voted to recommend the attached Annual Salary Adjustment. The vote was unanimous.

As was the case last year, this recommendation uses the current year Consumer Price Index-Midwest annual value, plus at least 1.5%, as the basis for establishing the salary pool value.

Based on more than 30 years of data, real university salaries have increased an average of 1.47% per year over CPI across all ranks (<http://www.aaup.org/surveys/03z/zrep.htm>). Over a ten-year period GVSU salary increases have been mostly consistent with this number.

Faculty governance continues to recognize the impact the state's economy has on the university and the citizens who support it. Nevertheless, we believe that linking Annual Salary Requests both to historical trends and to inflation's impact is a sound and responsible argument.

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.



University Academic Senate
Executive Committee of the Senate
Rob Franciosi, Chair 2006-2007
Kristine Mullendore, Vice Chair 2006-2007

Memorandum

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

FROM: Rob Franciosi, Chair, ECS/UAS *RF*

SUBJECT: University Libraries Bylaws

DATE: November 18, 2006

CC: Thomas J. Haas, President
UAS/ECS Members
Lee VanOrsdel, Dean of University Libraries

At its November 17, 2006, meeting the University Academic Senate voted to recommend the attached bylaws for the University Libraries. The vote was unanimous.

Faculty Handbook

2.03 College Governance Policies

I. University Libraries

University Libraries Faculty Assembly

Function: The University Libraries Faculty Assembly (or "Faculty Assembly") shall serve as the chief faculty organization of the University Libraries; to assist in carrying out the University Libraries' mission; to support faculty development and mentoring; to receive and review reports from faculty committees and from the Dean; to be a forum for information, discussion, and when necessary, formal resolutions to the Dean; to represent faculty interests and concerns to the Dean; and to advise the Dean. The University Libraries Faculty Assembly will be called at least three times each semester (Fall, Winter, and Spring/Summer), and may be called into special session by the Dean or by petition of 25% of the total membership of the University Libraries Faculty Assembly.

Powers and Duties: Advise the Dean on academic and curricular support programs and educational policies of the University Libraries for the attainment of objectives; vote or otherwise take action on recommendations of standing committees and other committees or task forces; review bylaws biennially in the Fall of even years and revise if necessary.

Membership: All regular University Libraries faculty are expected to attend Faculty Assembly meetings; visiting and adjunct appointees are also invited to attend. Tenured or tenure-track faculty comprise the voting membership; visiting and adjunct faculty are non-voting members. On occasion, the non-voting membership may be excused from meetings or certain proceedings. The Dean (or designee) will sit on the committee as a non-voting, *ex-officio* member (a tenured or tenure-track library faculty member acting as Dean's designee is not barred from voting in her/his faculty capacity).

Leadership: The chair of the University Libraries Faculty Assembly shall be tenured, and elected by tenured and tenure-track faculty. The term as chair will be one year. The University Libraries Faculty Assembly Chair may request time on the agenda of any regular Library Council meeting, with the expectation that the request will be honored in a timely and appropriate manner.

Elections: Election results will be determined by, or at, the final Winter semester meeting each year (for 2006-2007, the Faculty Assembly Chair and Vice-Chair/Chair-Elect will be elected during the 2006/2007 year). The University Libraries Faculty Assembly Chair will be elected to serve for 2006-2007; subsequent terms for the Faculty Assembly Chair will be for two years, one as vice-chair/chair-elect, and one as chair. The vice-chair elected in 2006/2007 will serve for all or part of one year as chair elect; the vice chair then moves into the role of University Libraries Faculty Assembly Chair for one year.

Terms: All faculty governance offices commence with the start of the academic year. The terms will include the spring/summer as well as the academic year. Current officers will assist in preparing the incoming officers during the months preceding that transition.

Procedures: The University Libraries Faculty Assembly operates in accordance with the bylaws and the faculty procedures of Grand Valley State University.

1. Faculty defined: For the purposes of voting and membership on University and University Libraries governance committees, faculty membership is defined as all faculty holding regular appointment in the University Libraries. It does not include visiting or adjunct appointees.
2. Voting: In general, voting shall take place by secret ballot in live meetings, or by electronic means that ensure anonymity. Votes pass with a simple majority of eligible voters, i.e. 50% + 1. Abstentions are not counted as votes. Discussions and votes on faculty personnel actions, including Unit Discussion votes and University Libraries Personnel Committee votes, must take place in live, in-person meetings as defined in the GVSU Faculty Handbook, and may not be conducted electronically.
3. Quorum: For votes taken in live meetings, 2/3 of the eligible voters must be present to constitute a quorum and conduct a valid vote; for votes conducted electronically, at least 2/3 of the eligible voters in the unit must cast their votes by the stated deadline for a vote to be valid. The calculation of a valid vote may be different for live meetings than for electronic votes because faculty who are unable to participate in person (e.g., due to excused leaves, such as sabbatical or medical) may still be able to vote electronically.
4. Elections:
 1. Annual: Elections will be held annually during Winter Semester to select members for vacancies on Unit and University faculty governance committees in the upcoming academic year, with care taken to meet deadlines as contained in the Faculty Handbook.
 2. Replacements:
 1. Chair: If the Chair of the Faculty Assembly is unable to perform her/his duties for any period of a semester or less, the Vice Chair will substitute; if the period will be longer than a semester, then the Vice Chair will take over as Chair for the remainder of the term, and an election will be held for a new Vice Chair. The Vice Chair will complete the incumbent's term as Chair, and will then continue on with her/his own term as Chair.
 2. Committee member: If a committee member is unable to attend for a period of time less than a semester, the runner-up from the election of the incumbent will normally serve as the substitute, and the original representative will remain the incumbent. If the period will be longer than a semester, then the Chair of the Faculty Assembly will call for the election of a permanent replacement for the remainder of the term.
5. Unit committees
 1. Committee leadership: Standing committees may elect/select their chairs in whatever manner they choose, unless otherwise specified for a given standing committee. Chairs will serve for one year, coinciding with the academic calendar; chairs may serve for successive one year

terms if that is the will of the committee. In general, ad hoc committee or task force chairs may be assigned when such a committee is formed and charged.

2. Minutes: Chairs of the Faculty Assembly and all committees and task forces will elect, select, or appoint recorders to take minutes of meetings. Chairs will be responsible for receiving minutes and summarizing them into reports. Minutes and reports will be available to faculty generally within one week of their acceptance.
 3. Annual reports: Chairs of the Faculty Assembly and all standing committees will be responsible for preparing annual reports of their activities. The annual report of the Faculty Assembly will be submitted to the Faculty and to the Dean. The annual reports of standing committees will be submitted to the Chair of the Faculty Assembly. Periodic and final reports of ad hoc committees and task forces will be submitted to the Chair of the Faculty Assembly and/or the Dean, as appropriate, relating to the period for which the committee was constituted.
6. University faculty governance positions:
1. Duties: Faculty holding Library seats on university faculty governance committees are expected to attend meetings regularly, to be prepared to report to the Library Assembly Chair and membership on items of import or interest, to forward the annual report of the committee to the Library Assembly Chair and membership each year, and to represent the Libraries and University Libraries Faculty actively and positively.
 2. Terms: Term lengths on university committees are specified by University Faculty Governance. Certain committees require the election of representatives by the faculty in the unit; others require appointment by the Dean, or approval by the Provost. There is no restriction on incumbents seeking successive terms on university committees.

Standing Committees and Other Committees

University Libraries Personnel Committee (LPC)

As specified in the GVSU Faculty Handbook, Chap. 4, Sect. 2.10.2; *ex officio* membership of the Dean is voted on annually by the faculty, as specified in the GVSU Faculty Handbook, same section.

University Libraries Faculty Development and Retention Committee

Function: Responsible for activities relating to library faculty orientation, mentoring, professional development, training for effective teaching and professional performance, and scholarly activity assistance; fosters a sense of community among library faculty; and recommends to the Faculty Assembly and Dean on allocation of faculty development resources.

Membership: Five tenured or tenure track faculty including two each from Liberal Arts Programs and Professional Programs (Reference and Instructional Division), and one from the Access Services Division, serving staggered two year terms; and the Dean (or designee) as non voting *ex-officio*. Chaired by a member elected from among the committee.

University Libraries Curricular Support Committee

Function: Evaluates what is learned through assessments of materials, tools and instruction and recommends action plans to incorporate improvements. Ensures philosophy, organizing framework and outcomes are implemented; responds to issues from other colleges and disciplines; responds to feedback from University Libraries faculty and staff; recommends to the Faculty Assembly and the Dean on proposed changes in these areas.

Membership: Three faculty members (at least one tenured or tenure-track), serving staggered two year terms; and the Dean (or designee) as non voting *ex-officio*. The standing committee may include additional faculty and/or staff as non voting *ex officio* members. Chaired by a tenured or tenure-track member elected from among the committee.

University Libraries Ad Hoc Committees and Task Forces

Function: University Libraries ad hoc committees and task forces may be appointed to carry out specific, short-range assignments, or to recommend action on special problems and/or issues; such committees shall report recommendations and/or findings to the Dean and Faculty Assembly. Additional duties will be determined by the established ad hoc committee or task force, or constituting body (Dean or Faculty Assembly).

Membership: Membership is temporary and service is on an as-needed basis. The Dean (or designee) shall be an *ex officio* member of all ad hoc committees and task forces.

Appointment: Ad hoc committees and task forces may be appointed by the Dean or by the University Libraries Faculty Assembly. Tenure of an ad hoc committee or task force will be established in the committee's charge and be subject to renewal, if the Dean or Faculty Assembly wishes to extend an ad hoc committee's or task force's deadline for completion of its business.

Administrative Structure

Library Council (or Library Administrative Council)

Function: Leadership team to advise the Dean on matters of concern to the faculty, staff, and students; coordinate administration of academic and service resources and operations; and develop policy recommendations.

Membership: Dean (chair), Directors, and others appointed by the Dean. The Chair of the University Libraries Faculty Assembly is not a sitting member of the Library Council, but may always request time on the agenda of a regular Library Council meeting.

Unit Head

Function: The Dean of University Libraries functions as the unit head in regard to the Library Faculty, and generally delegates responsibilities as appropriate (Faculty Manual, Chap. 1.08, Sect. E); in particular the Dean appoints a Designated Unit Head for Library Faculty Personnel Actions.

Designated Unit Head for Library Faculty Personnel Actions

Function: The Designated Unit Head for Library Faculty Personnel Actions is delegated by the Dean to carry out the responsibilities of a unit head in regards to conducting unit reviews for regular faculty appointment renewal, promotion, tenure, and sabbaticals in accordance with the Faculty Handbook, Chap. 4.02.10.5-7 and Chap 4.02.10.8, Sect. A.4.

Appointment: The dean appoints a Designated Unit Head for Library Faculty Personnel Actions, normally a nominee recommended by the faculty of the unit, following as a general model the guidelines for the appointment of unit heads specified in the Faculty Manual, Chap. 1.08, Sect. B-C.

Unit

Membership: All faculty and staff of the University Libraries.

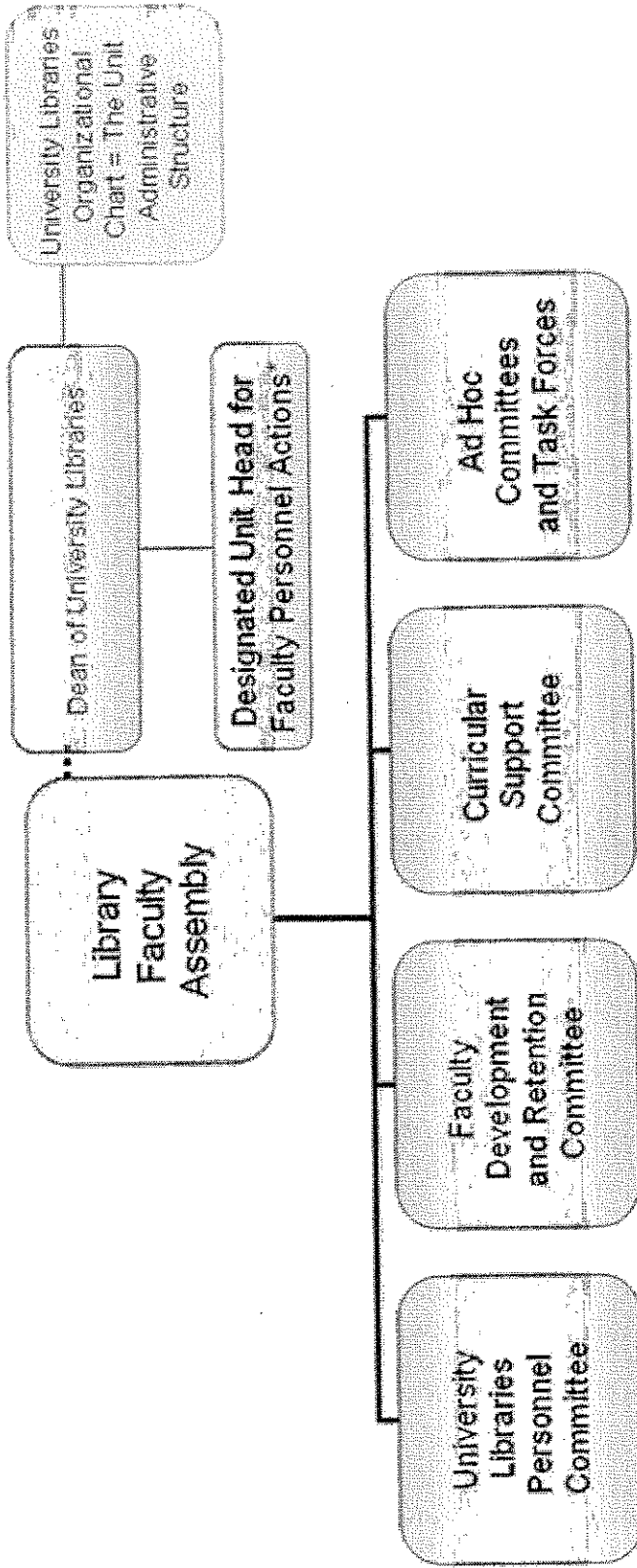
Attachments:

Library Faculty Governance chart

University Libraries Organizational chart (unit administrative structure)



Library Faculty Governance



*Appointed based on
 Faculty recommendation
 via election

Dean of University Libraries

Administrative Assistant

Director of Administrative Services

- Administrative Services
- Administrative Personnel Staff Development
- Publication, Marketing, Mission, Programs
- HR Management
- Facility Management

Director of Special Collections

- University Archives
- Rare Books

Director of Research & Instructional Services

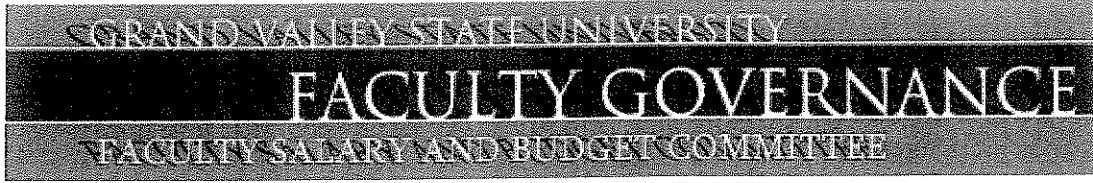
- Reference Services
- Operational Information
- Special Collections
- Library of Theology & Religion
- Library of Business & Economics
- Library of Health Professions
- Library of Law
- Library of Life Sciences
- Library of Medicine
- Library of Music
- Library of Physical Sciences
- Library of Social Sciences
- Library of Visual Arts
- Library of World Languages

Director of User Services

- Circulation Team
- Course Reserves Team
- Document Delivery Team
- Researching Management Team
- CAS, Zetoc & Ovid

Director of Access Services

- Acquisition Cataloging Team
- Acquisition Library
- Cataloging Library
- Electronic Resources Management Team
- Faculty
- Data Management Library



**Annual Salary Recommendation
Supplementary Information
Prepared for:**

University Academic Senate
November 17, 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.

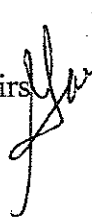
DEC 9 2005



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.



U.S. Department of Labor
Bureau of Labor Statistics



Midwest BLS Information Office in Chicago

www.bls.gov

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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	Sep 2006	Oct 2006	Percent change		
					Annual average 2004 to 2005	12 months ended Sep 2006	Oct 2006
U.S. City Average		195.3	202.9	201.8	3.4	2.1	1.3
Midwest region (1)		188.4	193.7	192.3	3.2	0.6	0.1
Midwest City Size Class (population)							
A (over 1.5 million)		190.2	195.7	194.1	2.9	1.0	0.2
B/C (50,000-1.5 million) (2)		120.1	123.2	122.6	3.4	0.1	0.1
D (less than 50,000)		182.8	189.1	187.1	4.1	1.0	0.2
Metropolitan areas							
Chicago-Gary-Kenosha, IL-IN-WI		194.3	199.6	197.5	3.0	0.7	-0.2
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		196.6	2.9		0.8
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

	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI
NOMINAL TERMS						REAL TERMS					
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 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% OAAUP. All rights reserved.
 1999-00 → " " 1.76%

Grand Valley
State University
**STUDENT
SENATE**

Resolution Number:	F-06-01	Sponsored By:	VP Puscas <i>[Signature]</i>
Introduced On:	August 31, 2006		
Voted On:	9-14-06		
Result:	Passes		
Vote Count:	Consent		

A RESOLUTION TO: Include gender identity and gender expression to the non-discrimination policies of Grand Valley State University.

- Whereas,** The public universities in the state of Michigan are committed to a policy of equal opportunity for all persons; and,
- Whereas,** 'Gender identity' is defined as an inner sense of being male or female and masculine or feminine, while 'gender expression' is defined as how people manifest that through how they look, act or dress¹; and,
- Whereas,** Gender identity and gender expression are currently not protected under the blanket of equal opportunity in the non-discrimination policies of many public Michigan universities, and are currently vulnerable to discrimination, harassment, and violence; and,
- Whereas,** As of June 17th 2006, 67 colleges and universities, including institutions such as Brown University, Cornell University, Dartmouth University, Harvard University, Johns Hopkins University, the University of Pennsylvania, and Princeton University, along with Michigan institutions such as Kalamazoo College, the University of Michigan, and Western Michigan University have responded to student voice and concern by adding gender identity and/or gender expression to their non-discrimination policies²; and,
- Whereas,** Many major employers across the country have adopted transgender non-discrimination policies, including Michigan companies such as Ford Motor Co., Daimler Chrysler Corp., Border Group Inc., and Dow Chemical Co.³; and,
- Whereas,** The United States Court of Appeals for the Sixth Circuit has ruled⁴ that in accordance with the protections guaranteed by Title VII of the Civil Rights Act of 1964, gender identity and gender expression should be protected under the definition of 'sex'; and,
- Whereas,** The Association of Michigan Universities has a standing resolution⁵ to support and encourage the inclusion of gender identity and gender expression to the non-discrimination policies of public Michigan universities; and,
- Whereas,** No individual should have to compromise his or her identity in order to participate fully in campus life; and,
- Whereas,** The acknowledgment and protection of transgender individuals will help to create a more inclusive, diverse, and safe environment; therefore, let it be

¹ Gender Public Advocacy Coalition

² GENIUS Index

³ HRC Corporate Equity Index

⁴ Smith vs. Salem, Ohio (2004)

⁵ Resolution 2006-007



Grand Valley
State University
**STUDENT
SENATE**

Resolution Number:	F-06-01	Sponsored By:	VP Pucas
Introduced On:	August 31, 2006		
Voted On:	9-14-06		
Result:	Passes		
Vote Count:	Consent		

A RESOLUTION TO: Include gender identity and gender expression to the non-discrimination policies of Grand Valley State University.

Resolved, That the Grand Valley State University non-discrimination policies be amended to read:

Harassment on the basis of age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex, sexual orientation, gender identity or expression, veteran status, or weight is considered a violation of university policy.

let it be further

Resolved, That the amendment to the Grand Valley State University non-discrimination policies be reflected in all of the appropriate areas, including but not limited to the GVSU Student Code, Faculty Handbook, Executive Administrative and Professional Staff Handbook, RSO Handbook, and Human Resources anti-harassment policies; let it be finally

Resolved, That the Grand Valley State University Student Senate proceeds with whatever additional steps it sees necessary to support and encourage that GVSU strives to foster a welcoming educational, social, and work environment in which all individuals, regardless of how such individuals identify, may live and express themselves freely.

UNIVERSITY ACADEMIC SENATE

Friday, November 17, 2006

174 Lake Ontario Hall

3:00 pm – 5:00 pm

Agenda

1. Welcome
2. Approval of Agenda
3. Approval of Minutes - October 6, 2006
4. Report from Chair
5. Report from the Provost
6. Report from the Student Senate President
7. New Business
 - University Library bylaws
 - UCC recommendation on prerequisite review process
 - FSBC recommendation on Annual Salary Adjustment
8. Open Discussion of Workload Policy