Faculty Salary and Budget Committee

March 18, 2011

**PRESENT:** Aaron Baxter, Wally Boeve, Pat Bravender, Lawrence Burns (Chair), Doug Busman, Marinus DeBruine, Gregg Dimkoff, Gretchen Galbraith, Joe Godwin (ex officio), Zach Kurmas, Andrew Schlewitz, Nancy Schoofs, Paul Stephenson, Pat Thorpe, Xandra Xu

1. The meeting was Called to Order at 12:03pm
2. The Minutes of February 25, 2011 were approved as submitted.
3. There was extended discussion on what FSBC should focus on and various items were raised for prioritization, including the following issues:

Reduction in Force. During discussion it was noted that the Provost’s Advisory Task Force would be the most appropriate body to address making language changes to the Faculty Handbook. Based on discussions with the ECS Chair and others, a recommendation was made to delay further discussion on this topic.

Net Compensation / Health Care Cost. During discussion questions were raised from the floor on: what true savings are realized from the wellness initiatives and health risk appraisal offered at the university; if there are mechanisms in place now (or planned in the future) to help reduce pharmacy costs; if greater flexibility in which options are available for meeting wellness criteria can be added.

Salary Adjustments and Salary Review Process . The Chair requested that the committee members send him a copy of their college communiqué regarding salary adjustments / salary review process so he can compile a summary of current practices. This item will be on the agenda for April 15.

Program Analysis. The Chair reported that he will contact Maria Cimitile, Academic Program and Curriculum Development Officer, to request an update on what her goals /objectives are relative to reviewing poorly performing programs.

Responsibility-Centered Budgeting. The Chair presented a summary on how budgets are determined and how funding for programs is allocated.

1. Joe Godwin presented an overview of the salary compensation for Michigan public universities that showed the promotional increments, retirement contribution, summer and overload compensation and noted that state funding for higher education has been slashed, with funding for Grand Valley cut by 22%. He further reported that a 20% cut in summer compensation is expected to be presented to the Board of Trustees by the Senior Management Team (SMT) so that the summer compensation at Grand Valley is more in line with other public universities in the state. He noted that the savings realized would be redistributed in the base salary pool. Mr. Godwin presented additional material showing the summer compensation from 2010, stating that as a cost saving measure, a minimum and maximum summer compensation amount is being proposed. Discussion.

 In response to a question raised from the floor, Mr. Godwin reported that the spring/summer semester is not a self-supporting enterprise and implementation is expected for summer 2012, and a notice will be sent to faculty senate this afternoon and then to all faculty.

The FSBC Chair distributed a draft of a memo in response to the announced 20% cut in summer compensation, and noted the lack of consultation with the FSBC on a faculty salary matter.

A Motion was made and seconded to send a memo to the ECS Chair expressing concern regarding the lack of consultation with the faculty or their representatives, on the 20% cut in summer compensation. Discussion.
**APPROVED Unanimously**

1. The meeting adjourned at 1:38pm.