

## **FACULTY SALARY AND BUDGET COMMITTEE**

MARCH 30, 2012

**PRESENT:** Aaron Baxter, Pat Bravender, Lawrence Burns, Alisha Davis, Robert Hollister (Chair), Zach Kurmas, Susan Mlynarczyk, Paul Stephenson, Pat Thorpe, Tom Willey, Sherie Williams, Xandra Xu.

---

1. The meeting was Called to Order at 12:05pm
2. The New Program Master's Program in Speech-Language Pathology was reviewed. After discussion with guest Dan Halling the program was unanimously approved pending the addition of the provided appendix.
3. The Minutes of March 16, 2012 were reviewed and approved.
4. Provost Davis discussed question presented prior to the meeting.
  - a. The provost indicated that the university was on track to paying for the 2.5% raise in faculty base pay to offset the pay reduction in summer salaries. In fact the university has gone further to find savings due to efficiencies taken on by unit heads and deans and especially due to the policy change of enforcing a minimum class size of 15 students for undergraduate courses. The university is also in the process of raising the differential tuition rate for graduate courses and looking at ways to modify the workload accounting.
  - b. The provost indicated a strong desire to increase faculty lines and faculty salaries but was unable to provide a systematic plan due to outside influences - particularly state appropriations, external public pressure and its impact on the administration directly and through the board of trustees, and enrollment. Current annual projections use as a benchmark a modest increase in faculty lines (replacement plus around 10), raises around 3%, enrollment growth of around 1%, and tuition increase around 5%; however these are not formal goals and in any given year there is significant modification due to outside influences. The university recognizes the undesirability of recent fluctuations in salaries and tuition (no change then large change etc), but due to current events has been unable to avoid them and does not expect this situation to change in the foreseeable future.
  - c. The provost understood the high costs associated with ARA and agreed to look into the situation with VP Bachmeier. The provost was sympathetic to frustration with charges for use of classrooms and technology and was open to suggestions but did not have in mind a workable solution.
  - d. The provost was sympathetic to the problems associated with strict enforcement of the 15 student minimum course size. Rather than tweaking the requirements with formal exceptions, she approved of an approach where case by case exceptions (capacity of labs/studios, urgent need of students, accrediting body requirements, etc.) are granted or exceptions are granted temporarily until a permanent redesign of curriculum delivery is found to solve the small class problem.
  - e. There was not time for a discussion of the review of existing programs.
5. The meeting adjourned at 1:25pm.