

**FACULTY SALARY AND BUDGET COMMITTEE**

FEBRUARY 19, 2016

**PRESENT:** Marty Abramson, Neal Buckwalter, Larry Burns, Gregg Dimkoff, Steve Glass, Kathy Gulembo (ex-officio), Robert Hollister (Chair), Lori Houghton-Rahrig, Nancy Mack, Paul Murphy, Zack Kurmas, Julia Mason, Ashley Rosener, Stephanie Savic, Paul Stephenson, Joel Stillerman, Julia Sturvist, Mike Yuhas.

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1. The meeting was called to order at 12:00pm and the Agenda was approved.
2. The Minutes of February 5, 2016 were reviewed and approved.
3. The New Program Proposal: Post Professional Doctorate in Occupational Therapy was reviewed and approved.
4. The Committee discussed the following questions with Provost Gayle Davis:
  1. *Given that the new administrative manual language for reviews of sabbatical proposals clearly articulates an appeal process for every stage of the recommendation process except the final decision made by the Provost, would you consider revising the administrative manual to provide language that would clarify a process in cases where the Provost's Office decision is different from the recommendation of the University Sabbatical Review Committee?*
    - 1a. *Would the Provost provide a written explanation for the reversal of a lower recommendation?*
    - 2a. *Would the provost provide an unbiased arbitrator for faculty that appeal (short of legal affairs)?*Provost Davis indicated that the standing practice is to have dialogue between the Provost's Office and University Sabbatical Review Committee in cases that were border line. She indicated that adding a standing practice of providing a written explanation for a decision reached that was in disagreement with the committee is a reasonable request. There was no support for assigning an arbitrator; currently there is dialog between the committee, the provost, and the author of the proposal, adding another layer of bureaucracy would unnecessarily complicate the process. The provost did express a willingness to formalize the existing standing practice so that it continues under new leadership.
  2. *This past year the administration has made the reporting of significant focus activities and re-assigned time more formalized. Specifically with the creation of letters of appointment for re-assigned time that results in a reduced teaching load and the reporting the outcome of significant focus and re-assigned time on digital measures.*
    - 2a. *How successful do you consider these activities? (How do you evaluate success?)*
    - 2b. *What further changes do you envision?*Provost Davis reiterated that policy changes across the university are moving toward greater accountability. The policy toward re-assigned time and significant focus are that they should be clearly defined and transparent and that faculty should be held accountable in their annual activity reports which influence salary decisions. The policy on these two items is evolving and the Provost is eager to work with FPPC and FSBC to make the policy achieve its intended goals.
  3. *Starting next year FSBC will evaluate the Resource Analysis of Units submitting a Self-Study. What would you like to see as the outcome of these reviews? (Would you like to see FSBC make recommendations?)*Provost Davis supports FSBC efforts to examine the fiscal viability of units and looks forward to receiving the findings of the committee.

4. *There have been a number of recent changes in the Provosts Office.*

4a. *What changes do you foresee in the near future?*

4b. *What is the planned transition process for hiring a new Provost?*

Provost Davis summarized that most new members of the Provost Office are younger replacements for people retiring and that she is confident that administration is poised for long-term success. She also indicated that she will be retiring in the next year or two and anticipated a Nation-wide search for a replacement.

5. *In recent years the university has greatly expanded its online resources. However many are poorly integrated. The list is too long to go into here, but in general what is the long-term strategic planning for a more integrated on-line system?*

Provost Davis explained that on-line resources are expanding and there are ongoing efforts to make the systems better. For example student photographs will be available on blackboard starting this summer. The provost is eager to take suggestions and suggested the Academic Technology Advisory Committee might take the lead on this topic.

6. *What role do you believe financial aid plays in meeting strategic targets for our student body?*

Provost Davis praised the work of the Office of Financial Aid. She emphasized the National trend toward increasing financial aid associated with increasing tuition. The role of financial aid has become a more important recruiting tool to increase social economic diversity of the student body and to attract the most talented students. In particular, need-based financial aid was necessary after the financial downturn of 2009 to enable students to attend however both need-based and merit-based financial aid are a vital component in attracting and retaining students.

7. *What are the top priorities that your office aims to address in the next year?*

There was not much time for this question but among the current priorities are increasing the graduation rate of students especially first generation students and increasing graduate student enrollment.

5. The meeting adjourned at 1:30pm.