

## FACULTY SALARY AND BUDGET COMMITTEE

SEPTEMBER 22, 2017

**PRESENT:** Marty Abramson, Jonathan Bowman, Bonnie Bowen (ex-officio), Neal Buckwalter, Larry Burns, Gregg Dimkoff, Robert Hollister (Chair), Andrew Kalafut, Lori Houghton-Rahrig, Nancy Mack, Paul Murphy, Julia Mason, Len O'Kelly, Jon Rose, Ashley Rosener, Joel Stillerman, 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 September 8, 2017 were reviewed and approved.
3. The committee voted to re-elect Robert Hollister as chair next year.
4. The committee approved the proposed memo on salaries. The committee also discussed our approach to requesting next year's faculty salary. The committee was overwhelmingly disappointed that the trend in GVSU faculty salaries has fallen over the last two years relative to other Michigan Public Universities. The committee discussed approaches that could be taken to more forcefully request allocating more money to faculty salaries. A consensus was reached that returning faculty salaries to the mean of Michigan Public Universities is a top priority for the committee. The committee agreed to re-evaluate faculty salaries in more depth after this summer's salary numbers become available.
5. The committee briefly discussed topics for the year. It was agreed that we will not plan to devote an entire meeting to financial aid this year.
6. The committee approved in principle a plan to change the existing Resource Analysis requested as part of the Self-study process. The planned changes will need to be discussed with the administration and the University Assessment Committee (UAC) and the details were not finalized. The changes are summarized as follows.

The FSBC will continue to do an examination of the program sustainability of all units focusing on a few targeted metrics. These metrics are expected to evolve over time. The result of this process will be a list of units that fall outside the norm. This list will be sent to the Provost's Office. Furthermore, the unit will be asked to provide commentary on the metric as part of their Annual Program Sustainability Report (explained below).

All units will be asked to submit an Annual Program Sustainability Report. This report will be submitted on-line and will be very similar in style to the new Self-Study. The report will consist of a short list of questions that address a series of metrics that the administration will provide. While the report is due annually, it will be reviewed every other year by FSBC (on the same schedule as Unit Plans and Unit Student Learning Outcomes).

The FSBC will request that a new question on program long-term viability be added to the existing Self-study. This new question will be evaluated by FSBC.

The FSBC will re-visit the list of metrics monitored and likely expand the list with metrics that provide insights into student performance in addition to cost. The goal is to provide a robust suite of metrics that help a unit determine its long-term viability. Units will not be asked to comment on every metric; therefore it is believed that adding new metrics should not be burdensome.
7. The meeting adjourned at 1:30pm.