

FACULTY SALARY AND BUDGET COMMITTEE

JANUARY 19, 2018

PRESENT: Marty Abramson, Bonnie Bowen (ex-officio), Neal Buckwalter, Larry Burns, Gregg Dimkoff, Robert Hollister (Chair), Andrew Kalafut, Lori Houghton-Rahrig, Nancy Mack, Paul Murphy, Julia Mason, Jon Rose, Ashley Rosener, Joel Stillerman, Mike Yuhas.

1. The meeting was called to order at 12:00pm and the Agenda was approved.
2. The Minutes of December 1, 2017 were reviewed and approved.
3. The process of selecting the newly announced vice president for finance, Dr. Gregroy Sanial, was explained. The search was confidential, a search committee was formed at invitation from the President. The search committee developed the job description and evaluation criteria. Comments from FSBC were incorporated in the final description. Then a search firm recruited and identified the most promising candidates for interview. During Finals Week of Fall Semester, the search committee interviewed the 4 candidates deemed most promising by the search firm. The interviews were back-to-back on a single day. Every candidate had about an hour and a half of questions and discussion. The questions and questioners were the same for all candidates, and opportunities were allowed for follow up discussion depending on the responses (however these were somewhat limited due to time constraints and the formality of the process). At the end of the day every member of the search committee was asked to email their thoughts on each candidate to President Haas directly. No formal discussion of the candidates took place as a committee. Then President Haas chose the three most promising candidates for a more in-depth interview the following week. At this time, the candidates met with the President's Cabinet and select members of the Board of Trustees.
Dr. Sanial is believed to be an excellent choice. While he does not have experience budgeting for a University, his experience budgeting for the Coast Guard is extensive. He is expected to begin over the summer and take full responsibilities after Scott Richardson retires in one year.
4. The following committee members were reminded that their terms expire at the end of this semester and were encouraged to run for re-election: Larry Burns, Robert Hollister, Paul Stephenson, Mike Yuhas, Zachary Kurmas, Jon Rose, Lori Houghton-Rahrig, and Julia Mason.
5. Edits made to the Salary Correction Program memo were explained. The memo has been changed from a request to the administration funneled through ECS/UAS, to a thankyou letter sent directly to the Provost. Over the break the Chair met with the Provost and had extensive conversations. During this process the Chair was assured that efforts were being taken to address faculty salaries and that the Provost would be eager to explain the administration's approach once she gets approval from the Board of Trustees. The committee agreed that once the Provost explains this approach formally to the committee, than we will send the thankyou letter. If for some unforeseen reason, the Provost does not make the anticipated announcement, then the previous version of the memo (phrased a request) will be sent.
6. Changes to the FSBC webpage were discussed and approved pending minor edits. Further work on the webpage is expected this semester.
7. The process of evaluating Unit Sustainability Monitoring was discussed. In particular, several additional metrics were proposed for the Annual Examination of Unit Stability Metrics (the big spreadsheet examining all the metrics of all the units). The committee agreed to look at a number of metrics this semester and then potentially eliminate some before we formalize the process. The goal is to have a working process formalized by the end of the semester. Prior to formalizing the process, the committee will strive to complete the Annual Examination of Unit Stability Metrics and ask several units to complete a test run Unit Stability Report.
8. The meeting adjourned at 1:30pm.