

**MEMORANDUM**

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**TO:** Karen Gipson, Chair, ECS/UAS; Frederick J. Antczak, Dean of College of Liberal Arts & Sciences; Diana Lawson, Dean of Seidman College of Business; George Grant, Jr., Dean of College of Community & Public Service; John Shinsky, Interim Dean of College of Education; Paul D. Plotkowski, Dean of Padnos College of Engineering & Computing; Roy H. Olsson, Jr., Dean of College of Health Professions; Anne L. Hiskes, Dean of Brooks College of Interdisciplinary Studies; Cynthia A. McCurren, Dean of Kirkhof College of Nursing; Jeffrey Potteiger, Dean of Graduate Studies; Lee Van Orsdel, Dean of University Libraries

**FROM:** Robert Hollister, Chair, FSBC

**SUBJECT:** FSBC Progress Report Fall 2015

**DATE:** December 9, 2015

**CC:** Lisa Surman Haight, Senate Assistant

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The following is a brief progress report of the Faculty Salary and Budget Committee (FSBC) activities in the fall of 2015 as requested by the Executive Committee of the Senate (ECS).

The FSBC reviewed and made a final recommendation on the following New Program Proposals:

- Doctor of Audiology
- Human Rights Minor
- Photography Minor

The FSBC sent the following memos:

- Membership Memo to ECS/UAS – this was a memo requesting that the handbook language be changed to remove the student member. The committee believes that the student member gains little from the activity as evidenced by poor attendance. The request was not supported by ECS.
- Salary Memo to ECS/UAS – this was our annual salary request. The request was very similar to previous years and requested a salary increase of at least inflation plus 1.5 %.
- Memo to Disability Support Resources (DSR) – this was a request to DSR that they maintain support for student exam administration for students with documented disabilities. Our stated opinion was that decentralization of these services would not be cost effective and that many units would have difficulty administering a large volume of exams due to space limitations.
- Part-time benefits Memo to Administration – this was a memo requesting the administration to transition to a new policy where part-time employees will be expected to contribute more to healthcare expenses relative to their level of service.

The FSBC also reviewed and discussed the following topics:

- The committee is in the process of developing materials to be posted on the web that would provide password protected access to more details on budgetary items. Identified potential materials include the following: average salaries by unit and rank relative to peers, the distribution of annual salary adjustments, memos sent by the committee, detailed analysis of university budgetary trends and example Resources Analysis statements.
- The committee reviewed and provided feedback to the administration on changes in benefits with special emphasis on healthcare.
- The committee reviewed the overall budget trajectory of the university and provided feedback to the administration.
- The committee reviewed the way differential tuition is administered and provided feedback to the administration.

The chair of FSBC also served on the University Benefits Committee and the New Program Council.