

Faculty Senate Personnel Committee Meeting

March 8, 2017

1. Meeting called to order at 11:33 am

2. Members Attending: Stephen King (chair), Mindi Anderson, Scott Carter, Mason Cash, Robert Folger, David Harrison, Richard Harrison, Waldemar Karwowski, Peter Jacques, Jonathan Knuckey, Karol Lucken, Eric Merriam, Vladimir Solonari, Valerie Storey, Konstantine Vodopyanov, Linda Walters,

3. Minute taker: Mindi Anderson

4. Minutes from Feb. 8, 2017 meeting: Approved.

5. Announcements: None

6. Old Business:

a. Salary study

- Discussion centered on where we are; Provost discussed at the last senate meeting.
- Salary has to be bargained.
- Members discussed that a resolution may not help with this issue.
- Salary compression is still a concern.
- Members discussed we will continue to bring up the issue.
- Salary discussed in relation to TIPs, RIAs, and SoTLs. See c.

b. Evaluation of endowed chairs; update on completion

- Lucretia Cooney was not in attendance; discussion tabled.

c. TIPs, RIAs, and SoTLs/Provost comments at Feb Full senate meetings

- Discussion by members that these awards are not available to all (i.e., those teaching small classes)
- One member discussed not needing additional levels of evaluation - causes increased anxiety.
- One member discussed background - TIA awards were started to encourage teaching large classes.
- One member discussed that the bargaining unit doubled the number this year.
- One member discussed we are the only school left doing these awards.
- One member discussed we still have PhD faculty making \$33,000/year. Concerns with hiring good faculty, as well as, faculty retention.
- Discussion centered around initiating a survey/surveys to look at the:
 1. Impact of having the TIP, RIA, and SoTL system with current faculty.
 2. What other universities do/why they took away these type of awards.
- Question or survey may want to look at the impact of what salaries would look like if these awards disappeared.
- Also, want to look at how many faculty are excelling but missing out on these awards.
- Linda discussed that we have access to Institutional Knowledge Management (IKM) that can do these types of studies, such as being done on gender and salaries.
- Stephen discussed we need to have someone draft questions - Waldemar volunteered. He will send to Mason and the rest of the group for input.
- With surveying faculty, Mason said the bargaining unit will be sending out a faculty survey in the next few days with related questions.

- A concern was brought up by one member that the College of Medicine is not included in the faculty to be surveyed, as they are not under the bargaining agreement.

d. Faculty gender survey (Linda)

- Linda discussed the faculty gender survey; results are to be available by IKM mid-March.
- This is an internal study; the Berkley model was used.
- Ethnicity is being added to the study.
- Data will look at the last 10 years (2006-2016) as this is when the data was good; older data may not be as good.
- To be in the study, faculty had to be employed in 2016 (approximately 1700 people)
- Deans/Directors classified as administration, not faculty.
- Using payro

7. New Business:

- Linda brought up Faculty Development Conference.
- There has been an increase in applicants, but not in monetary support.
- Having to get more selective on who goes.
- Funds controlled by budget.
- Funds should be tied to an increase in faculty.
- Mason made a resolution, which was approved by all.

whereas we support a resolution to encourage administration to increase the budget to support the Faculty Development Summer Conference

whereas the number of faculty has increased but the budget has not

whereas faculty attendance at the conference is important to support faculty teaching

- will see if this can get on agenda for steering committee tomorrow.

8. Other topics:

None

9. Adjournment: 12:35 pm