Faculty Senate Special Meeting December 18, 2013 Minutes

Senate Meeting called to order at 4:00 PM

Since this was a special meeting called to address a specific issue the usual agenda was dispensed with.

A few announcements were made prior to the main item of business.

Prof. McDonald announced that the savings from Friday afternoon closing is approximately $300,000 per year.

Dr. Clark reported that the issue of grad students and grad faculty doing research during the heat of summer with AC shut off was put before the President as a result of faculty senate questioning. Deans will now be allowed to permit AC/heat in specific areas to meet the needs of researchers.

A report from the task force on graduate education regarding graduate dean and faculty interaction will be addressed in the January meeting of the Faculty Senate.

Dr. Clark reported a change in policy regarding the separation of tenure and promotion. In the future recommendation for tenure of an assistant professor will normally include recommendation for promotion to associate professor rank. Prof. McDonald stated that a change in the faculty handbook may be needed.

Report from Ad Hoc committee on merit raise proposal:

Committee chair Robert Carriker commended Dr. Clark for developing a new approach and summarized Dr. Clark’s merit raise plan. He then presented four recommendations from the committee. More details of the committee’s analysis and recommendations are available in the written report from the committee which was posted prior to the December Faculty Senate Meeting.

1. The first recommendation addressed the “merit gap” created by the previous 5 years with no merit raises: “The committee has designed a flexible multi-year procedure for retroactive merit awards. We begin by calculating the amount of the total missing award for each faculty member. That result constitutes a benchmark. We are calling this amount the “Merit Gap” and we suggest that the University adopt this procedure for setting our benchmarks where they should be.” The senate voted unanimously to approve the committee motion for this amendment to the pay plan.

2. The second recommendation addressed the “perverse incentive” occurring when a faculty member’s pay raise is larger the lower the others are ranked within a department. The committee recommended modifying the calculation of the departmental “pot” by using the sums of salaries only for those who scored better than a 2 on the rubric when calculating the proportion of money for each department. Dr. Clark agreed with the committee’s suggestion. The senate voted unanimously to approve the committee motion for this amendment to the pay plan.
3. The third recommendation modifies the calculation of dollars per rubric point by eliminating the subtraction of 2 from all rubric scores above 2. The senate voted to approve the committee motion for this amendment to the pay plan.

4. The fourth recommendation would limit the discretionary pay adjustment in recognition of extraordinary service to one’s college or the university to a maximum of 10% of the total money available. The senate voted unanimously to approve the committee motion for this amendment to the pay plan.

The faculty senate then voted unanimously to approve the proposed pay plan as amended.

Meeting adjourned at 5:30pm.

Kathleen Knierim
Secretary