

**Faculty Salary and Budget Committee
Minutes of October 1, 2004**

PRESENT: Majd Al-Mallah, Larry Burns, Maria Cimitile (Chair), Lee Copenhaver, Cindy Coviak, Scott Grissom, Kathy Gulembo (ex officio), Sally Hipp, Rita Kohrman, Stan Lindquist, Donijo Robbins, Nancy Shontz (recorder pro tem), Joel Stillerman, Patrick Thorpe, Eric VanFleet

2.1 The meeting was called to order at Noon.

2.2 Announcements

- a. Several memos were sent out by the chair. One requested salary data (to include adjunct, administrative and gender distributions, as well as tenure/tenure track faculty). One requested statistics on faculty status. One requested additional information on adjunct pay, including the average pay by department.
- b. The chair requested a report from the Provost's Office that identifies the annual budget with actual expenditures and updates, information on regular faculty, an annual report from HRO to include any anticipated increase in health care, and monthly updates from HRO.
- c. The chair received a memo from Jean Nagelkerk relating to the Asynchronous Teaching Technology Task Force Report.
- d. The BS in Athletic Training was approved by the Board of Trustees on July 9, 2004.
- e. The Graduate Council was approved by President Murray on September 20, 2004.

2.3 An extended discussion centered around prioritizing FSBC goals.

The top candidates were salary increases, control of medical costs, and growth issues. Questions raised included the following. Should we commit to asking for a percentage of the national average? We are competing with different schools for faculty than we have in the past.

The committee voted to make salary increases, including benefits, the first priority. The second priority will be quality of life issues, such as number of students in a classroom and number of advisees.

Data collection should include: comparison of salary adjustments with student growth, the relevant budget information (tuition, state appropriations, total general fund revenues), faculty growth in numbers, student growth in numbers, revenue comparison with other institutions, the number of new programs, the average faculty salary by rank, all of these over a 10-year period.

2.4 Mary Warner will be at the next meeting. Please mail questions for her to Maria Cimitile.

2.5 The meeting was adjourned at 1:30.