

Faculty Salary and Budget Meeting Minutes of October 19, 2007

PRESENT: Ed Aboufadel, Larry Burns (Chair), William Crawley, Marinus DeBruine, Joe Godwin (ex officio), Robert Hollister, Fran Kelleher, Zachary Kurmas, Kim Ranger, Paul Stephenson, Elaine Van Doren, Xandra Xu,

GUEST: Dave Smith

1. The meeting was called to order at 12:03
2. The Minutes from 10/5/07 were approved
3. The Chair distributed several drafts of the annual salary newsletter for review. After discussion, it was moved and unanimously approved to forward the following motion to the Executive Committee of the Senate for their action:

The Faculty Salary and Budget Committee requests a 2008-09 salary adjustment based on the January 2008 annual composite Midwest CPI plus at least 1.5%.

Rationale

Each year the FSBC is asked to recommend to ECS/UAS a salary adjustment increment for the coming budget year. Given Fall semester time constraints our recommendation needs to be forwarded to ECS, vetted, and voted upon by UAS all before Thanksgiving.

FSBC proposes using the Midwest CPI plus 1.5% as a conservative minimum adjustment based on approximately thirty years of faculty salary trends.

4. Material on promotional increments was distributed and included proposed changes for 2008-09. After discussion, it was moved and unanimously approved to forward the following motion to the Executive Committee of the Senate for their action:

The Faculty Salary and Budget Committee (FSBC) recommends that current promotional increments (\$2,500 & \$3,500) be adjusted to position GVSU's increments at or above the median of other Michigan Public Universities (see attached Table 3). The FSBC also recommends that these increments be increased each year by an amount commensurate with the annual rate of Midwest inflation as published by the BLS in January of each year.

5. Mr. Dave Smith of the Human Resource Office joined the meeting and presented an overview the proposed changes to the Medical Benefits plan for 2008. After considerable discussion it was moved and unanimously approved to send the following motion to the Executive Committee of the Senate for their action:

The Faculty Salary and Budget Committee (FSBC) supports the recommendation from the Human Resources Office to change administration of medical benefits from Weyco/Meritain to UMR effective January 2008

6. Other Non-Base salary issues were discussed including compensation and release time for department chairs and the standard stipend policy of the university. After discussion it was agreed to Table this item until the next meeting.

The meeting adjourned at 1:30pm

Table 3.
Promotional Increments – Comparison

University	Assistant to Associate	Associate to Full
Lake Superior State	1350	1700
Michigan State	2000	2500
Saginaw Valley**	2000	2500
Grand Valley State	2500	3500
Ferris State	3000	4500
Wayne State	3000	6000
Western Michigan	3500	5000
Oakland	4000	5000
Michigan Tech	4000	6000
Eastern Michigan	4200	5400
Central Michigan	6000	7000
U of M-Dearborn**	6580	7220
Northern Michigan	7303	9596
U of M-Flint	8000	10000
*Median	3500	5000

** estimated from published average 2006-07 salary values