

**Faculty Salary and Budget Committee Meeting #3
Minutes of October 5, 2007**

PRESENT: Ed Aboufadel, Teresa Bacon-Baguley, Larry Burns (Chairs), Natalie Bush (Student), Marinus DeBruine, Gregg Dimkoff, Joe Godwin (ex officio), Robert Hollister, Zachary Kurmas, Kim Ranger, Al Sheffield, Paul Stephenson, Xandra Xu

1. The meeting was called to order at 12:03pm.
2. The Minutes from September 21, 2007 were reviewed and approved.
3. Joe Godwin reported that the University expects to receive the appropriation funds that were deferred in August on October 15, 2007. Administration does not expect the Board of Trustees to request a mid-year hike in tuition.

The Chair presented a memo that was distributed to Provost Davis regarding the Salary Increment Pool, expressing appreciation for securing a sizeable increase in the salary increment pool for this year, especially given the uncertainty of state budget.

The Chair reported that he attended a university-wide benefits group meeting during which Dave Smith of Human Resources presented anticipated changes in the medical benefits plan(s). Another meeting of the benefits group is scheduled to receive updated data regarding co-pays, premiums, etc. Mr. Smith has been invited to attend the next FSBC meeting on October 19, 2007.

The committee was queried and they agreed that whenever possible, electronic files of material should be distributed instead of paper copies.

4. Discussion was held regarding a change in the Length of Term for FSBC members. They are requesting a shift from 2-year terms to 3-year terms. The following motion was presented and approved unanimously:

The Faculty Salary and Budget Committee (FSBC) recommends that the term length for serving on the Faculty Salary and Budget Committee be extended from two years to three years, commencing with the next round of elections.

Given the complexity and time required to acclimate to the range of committee responsibilities and the intricacies of budgetary processes, the FSBC recommends extending the term of service by one year to benefit the committee based on the time required to learn effectively serve on the FSBC.

5. There was discussion on the current timing of the election for Chair of the FSBC. The following motion was presented and unanimously approved, as amended at the meeting:

The Faculty Salary and Budget Committee (FSBC) recommends formalizing the vote for the Chair in each successive year at the beginning of the Winter semester of the year in which the prospective Chair is selected to serve. Should the person elected as chair, not be re-elected by his/her College, the committee would hold a special election based on the circumstance.

The rationale for this motion is two-fold. First, given the much-needed assigned time for the Chair, any delay in assigned teaching arrangements can lead to problems due to shifting teaching assignment after schedules have been assigned. Secondly, historically,

new members often don't attend the last meeting because they don't feel they know what's been going on for the full year prior, and the voted-off (or simply not-returning) members will say they're busy, it's the last meeting, etc, and not return as well. Asking the new members to vote, at the final meeting of the semester no less, seems problematic too as understandably, they often don't know who to vote for. This would also facilitate a beneficial transition time.

6. There was discussion on the 2008-09 Salary, with a chart of Faculty Salary increases and other budget information distributed. After review, some changes were requested in order to clarify the chart(s). Updates will be distributed at a later date.

There was further discussion on salaries, with the following motion approved unanimously:

As with the prior three years, the Faculty Salary and Budget Committee (FSBC) recommends that the 2008-09 Salary Increment Pool be adjusted by a minimum of CPI Midwest + 1.5%.

The Chair invites the committee member to send him suggestions or propose recommendations for incorporation into the annual salary newsletter.

7. The meeting was adjourned at 1:31pm.