

Faculty Salary and Budget Committee # 12 Minutes of March 3rd, 2006

Present: Larry Burns (Chair), Lee Copenhaver, Cynthia Coviak, Gregg Dimkoff, Milt Ford, Khedija Gadhoom, Sally Hipp, Zachary Kurmas, Sue Martin (ex officio), Callie Melton (student), Kim Ranger, Donijo Robbins, Paul Stephenson, Joel Stilleman, Patrick Thorpe

1. Call to order
The meeting was called to order at 12:02
2. Review of minutes of 2/24/06
The minutes of 2/24/06 were reviewed and approved as submitted.
3. Announcements
 - a. The Chair reported that he met with Jim Bachmeier, Associate Vice President for Business and Finance to discuss budgets in general.
 - b. The Chair distributed material on the current Consumer Pricing Index (CPI) for review and discussion. Various models will be run and presented at a future meeting.
 - c. A "wait pool" of students has been established for admission to GVSU. As of 2/15/06 there is an increase in applications from past years. The retention rate is reported to be 81.4%.
 - d. The Chair reported that the Faculty Salary Newsletter is being revised and will be distributed soon.
4. Benchmark committee report
An overview of process to date was presented by Zachary Kurmas. The points used for the benchmark study was distributed. Discussion.

Additional items recommended for investigation include:

- a. Salary Comparison by discipline and rank
 - Adjusting the salary comparison with economic factors on an annual basis.
- b. Benefits issues
 - Standard Tuition-reduction for dependents.
 - Total compensation package per faculty member
 - Parking
 - Length of contract, particularly for library faculty.
 - Teaching load.
 - Summer compensation
- c. Support for units/faculty
 - Large institutional aggregate
 - Non-classroom instructional support
- d. Existence/Relevance of a faculty governance body
 - Identify what influence the bod(ies) believe they have in the areas of:
charge to the budget committee
faculty unionization

e. Percentage of revenue spent in broad organizational divisions

- Instructional
- Administrative
- Facilities

Investigating the 12 peer institutions can be split among the FSBC committee members.

It was recommended a template is developed as to what the questions will be. The Chair can then analyze and synthesize the data and provide a spreadsheet for gross comparisons.

5. Review of prospectus—Minor in Linguistics

The Minor in Applied Linguistics Prospectus was distributed and discussed. The primary concern raised was that no courses were being offered yet a substantial amount of funds were required for the Minor.

It was moved and seconded to recommend development of a Final Plan for the Minor in Applied Linguistics. NOT APPROVED 2 yes; 8 no; 1 abstention

6. The Chair will send a letter to the Dean of University Libraries inviting her to an FSBC meeting to present her vision and goals for the Library.

7. Update on proposed Adjunct pay increase

No Discussion.

8. 2 & 4 Year review—comments

No Discussion.

9. Discussion of Handbook 2.04 B Program Budgetary Review Process

A review of the Program Budgetary Review Process in the Faculty Handbook is needed. A question was raised about whether a change to the bylaws would be necessary Discussion will be continued at a future meeting.

10. The meeting was adjourned at 1:31 PM.