

Faculty Senate Compensation Annual Report

April 24, 2019

Membership:

Desma Reno, Chair	College of Education, Health & Human Studies
Kathie Miller	College of Humanities and Social Studies
Jenna Moore	Holland College of Arts & Media
Jingjing Tong	STEM
Ziping Liu	Harrison College of Business & Computing
Karl Suhr	Kent Library

The Committee held four meetings during the year and attended eight meetings of the Budget Review Committee. In addition, there were committee members participating in the Benefit Review Committee and the Instructional Cost Task Force.

- Areas of concern that were addressed:
- Merit pay concerns
- Workload/overload/PT compensation
- Employee Benefits
- Pay/equity issues
- Recruitment/retention of faculty

All the issues were addressed in addition to discussion about winter and summer session compensation concerns.

In addition, the following activities/work were completed:

- Reviewed suggestions/recommendations of the Benefits Review Sub-committee. This work is continuing with a Forum being held on April 30, 2019 to address the possible move to a self-insurance model.
- Met with representatives of CTS and Professional Staff to discuss faculty/staff compensation requests in the Budget Review Process (see attached summary).
- Met with the Instructional Cost Task Force to review possible areas to reduce instructional costs. The work of this committee is still underway.
- Met with the Budget Review Committee to discuss, debate and balance the FY 20 budget.
- Submitted Faculty Merit Pay Increase Request to the Budget Review Committee (see attached).

Recommendations for the next Fiscal Year:

- Continue to forecast 2% for the three-year budgetary planning purposes.
- Formation of a Faculty Salary Compression/Pay Equity Task Force with the goal of establishing a university wide formal study in the next two years.
- Develop a succession plan for recruitment and retention of all employee categories that addresses the large number of retirees that have left and are expected to leave over the next several years.
- Continue to work on a process to address all faculty workload issues, considering different workload parameters in colleges, departments and programs. Tasks to be examined that affect faculty workload may include, but are not limited to research, scholarship, creative activities, service, advising, supervision of field work, internships, student teaching and other experiential learning, course specific issues (from individual instruction to large classes), etc.,
- Continue to work on establishing a review process for monitoring changes related to the change in scope of responsibilities of all employees due to the restructuring process.

Respectfully Submitted:

Desma Reno, Chair
Faculty Senate Compensation Committee