

Faculty Senate Compensation Committee Annual Report

48th Session of Faculty Senate 2013-2014

Submitted by Committee Chair: Dr. Kevin Dickson

Membership: Marcus Bond (Spring 2014), Kevin Dickson, Deepak Gupta (Fall 2013), Don Jung, Joyce Renaud, Janice Ward, and Pat Willingham

During the 48th session of the Faculty Senate, the compensation committee worked on and completed a number of tasks.

1. During the Fall 2013 semester, the committee worked on creating the philosophy for the salary equity study based on the recommendations put forward by JW Terrill. The committee's work involved a review of the recommendations, gathering information and input from faculty members through a campus-wide survey and open forum sessions, and drafting our recommendations for the philosophy to be used for faculty for this and future equity studies.

The committee recommendations increased the number of affected faculty through recommendations allowing faculty the opportunity to be included as long as they had either received merit, been promoted or received post-professorial within the last seven years. The committee also recommended a sliding scale based on the number of years since the last promotion to reduce internal inequity through the implementation of the external equity adjustments. The committee's recommendations also included removing post-professorial adjustments before calculating the equity adjustment.

2. As directed in the *Faculty Handbook*, the committee conducted a brief study of the amounts awarded for promotion and post-professorial and concluded that no further adjustment to these amounts was necessary at this time.
3. The committee was also tasked to make a recommendation involving the payment and use of overload and part-time assignments. After receiving data from Vice President Kathy Mangels and a survey of the current and former department chairs on campus, the committee put forward a recommendation increasing the rate of pay for these assignments, tying the rate of pay to the annual salary increases, and recommending reporting for certain levels of usage by departments. The committee also recommended that overload and part-time pay be reviewed as part of future equity studies. The resolution prepared and introduced to Senate is included with this report.

Budget Review Committee recommended a 17% increase in FY15 as phase one of the implementation of our committee's recommendations. This brings the amounts to \$800/credit for Masters, \$875/credit for Masters +30, and \$965/credit for doctoral or terminal degree faculty for FY15.

4. The committee also reviewed chairperson stipends and a range of issues on how they compare for internal department chairperson hires and external department chairperson hires. At this time, the

work in this area is in its early stages and the committee recommends that next year's committee continue this work.

5. Finally, the committee worked as part of the Budget Review Committee to agree upon a budget for FY15 including a 2.5% annual merit increase for all employee groups.