Provost’s Update
Faculty Senate Meeting

February 12, 2013
Recommendations: Full Time Faculty Funding Priorities

Per the Commission on FTF Compensation:

• Bringing academically qualified and satisfactory performing members of the faculty to the minimum of the established range (85% of peer median);
• Dealing with equity within rank in schools/colleges;
• Dealing with equity across schools/colleges; and
• Raising competitiveness of all ranks across schools/colleges to market standards.
Recommendations: Communications

- Presentation to Faculty on results of study and recommendations to the President
- Annual communication on the state of faculty salaries
- Disclosure of annual budget for faculty salary increases including any partitioning to account for market adjustments, merit increases, promotions, etc.
- Annual communication to individual faculty members with their current and proposed annual salary for use in discussion between faculty member and department chair and/or dean of school/college.
Recommendations: Policy Principles

• Compensation decisions should have the maximum amount of transparency;
• No individual faculty member’s salary should be made public;
• Given its merit-based philosophy and practices, the University should implement and maintain a valid, reliable, and institutional-owned evaluation system for all full-time faculty that is consistently applied across the Schools/Colleges, yet still reflects the nuances of each School/College.

• Policies should allow flexibility at the Provost, Dean, and/or Chair level to address unique situations that might not be accommodated/recognized in the framework.
• This flexibility should be paired with a system of special checks and balances to incorporate the same commitment to transparency and clarity found in the system itself.
Faculty Compensation Update
FY 2014

Budget Assumptions:

• Phase 1a. of FTFCC recommendation to raise salaries to a minimum of 85% of median of peer group (over 2 years)
  • Year one = $300,000
• Promotions = $85,000
• Part Time Faculty increase of $50 per credit hour (over 2 years)
  • Year one = $75,000
• Assumes a savings of $371,000 from unfilled faculty positions
• Assumes adjunct savings to off set Part Time Faculty raises
Next Steps:

• Create a working group to craft recommendations for “a valid, reliable, and institutional-owned evaluation system for all full-time faculty that is consistently applied across the Schools/Colleges, yet still reflects the nuances of each School/College.”

• Communicate with the full time faculty regarding budget assumptions and timeline.

• Prepare a presentation Fall semester providing an overview of actions and results.
Questions and Discussion