The regular meeting of the University Senate Executive Committee was called to order by Chair Harrison at 3:02 p.m. on Tuesday, February 3, 2004 in Schofield Hall, Room 202.

1. Minutes of December 2, 2003 approved as distributed

2. Open Forum
   - Kathie Schneider introduced new dog, Garlyn

3. Review of tentative agenda for February 10, 2004 meeting of University Senate
   - Consensus to approve tentative agenda with addition of modifications of 2004-2005 Pay Plan, if necessary, as result of consultation at this meeting

4. Reorganization of Student Development and Diversity – Associate Vice Chancellor Barrett
   - Reorganization to capitalize on synergy with offices doing similar things reporting to same person
   - Will be focus on increasing and retaining nontraditionally-aged student population
   - Also will be looking at functions of two Associate Deans
     - One to be primarily focused on assisting students
     - Other making concerted effort to increase extramural funding
   - Response to questions and comments from committee
     - Reorganization resulted in reclassification of directors in Multicultural Affairs and Educational Access
     - All persons reporting directly to Associate Vice Chancellor now directors
     - Possibility of adding associate or assistant directors, in some areas, to share responsibility not considered yet
     - May look at as reorganization plays out
     - McNair Program at other institutions either part of Educational Access Office or other areas, such as Graduate School or Letters and Science
     - Not opposed to looking at possibility of moving McNair to, for example, College of Arts and Sciences
     - Further consolidation of units to limit number of directors not considered
     - Have bare bones structure now compared to other student affairs programs
     - Had thought of combining Health Services and Counseling Services, but decided against given how developed those programs are on this campus and physical space issues

5. Consultation with Chancellor Mash on 2004-2005 Pay Plan
   - Looking at bigger-picture issues since action by Senate on December 9th increased promotion and chair stipend increments in pay plan
     - Number of things done since arrival on campus in 1998 to improve salaries
     - Revised chair compensation adding summer positions
- Accelerated promotion increments – more than doubled
- Recommendation from Compensation Committee kept promotion increments steady even though usual methods would have resulted in decrease
- Since Senate meeting, have talked with shared governance discussion group and deans about feasibility of increased expense
  - Have to consider long-term implications
  - Handout indicates projected total impact of Senate amendments would be $20,400 annually
  - No dollars to fund increase unless take from other areas
  - Point Dean Clark tried to make at Senate meeting

Discussion by Executive Committee
- Compensation Committee looking at ways to get dollars into salary line
  - Salary dollars that come from base budget also increased with next pay plan increase
- Spending money on non-personnel related items, for example, TLTDC, research, and study abroad, has made campus better place than other comprehensives
  - Trying to look longer term
- Compensation Committee analyzes salary data after distribution – will look at after 1% disseminated
- When replace people who leave with lower ranking faculty, have used salary savings to do wonderful things, such as buying equipment and computers
  - Has cut into salary portion of pie and university only as good as its faculty
  - Dangerous to discount importance of salaries to institution in long-term
  - Trying to bring Assistant Professors in at salaries only slightly less than Associate Professors with ten years of service
    - And those offers being declined
- Salary savings issue not always understood
  - Now many times costs almost as much to replace retiring faculty as their salary, so salary savings going down
  - Have been offering better entering salaries as that is time most impact can be made
    - Does result in compression
    - Chancellor putting discretionary salary funds back into pay plan to address compression
      - Not yet significant impact
  - Cannot count on salary savings as may have years with few retirements and lots of promotions
  - At times College of Business has had years with no salary savings
- Agree salary structure should be number one priority – but oppose way change happened at Senate meeting
  - Trust Compensation Committee to understand complexities of issue
  - Not good policy to change on Senate floor
- Issue of salary savings real – better to spend it in salary line
  - Currently drawing up plans that would use that $20,000 in much better ways with potential for more impact
- Salary savings in College of Arts and Sciences currently used for things like promotion increments and to pay for adjunct faculty to add sorely needed class sections

MOVED by Senator Schneider and seconded that the agreed-upon modifications of returning to the original figures for the 2004-2005 Pay Plan as presented by the Compensation Committee be approved and sent back to University Senate for action.

Discussion
- Still think should ask for as much as can and then be told it’s not possible
- Not impossible, lot of things related to spending scarce dollars wisely – isn’t about people not being worthy
- Alternatives Compensation Committee looking at include summer pay plans, extension pay plans, and post-tenure review
  - Looking to make significant changes that would be motivating to personnel
• This money would be more than half of what needed to institute some of those plans
• Such alternatives would be available to everyone
• Not sure ready to go back to Senate and make convincing case for original committee recommendation
• Was no case for amending original recommendation either – not based on sound financial process
• Seems case could be made that still underpaid in relation to peer institutions around country and around state
  • If dollars just not there, that is another problem
• Simply a matter of what to spend scarce resources on
• Favor passing and going back to Compensation Committee recommendation, but with caveat that important to address this issue and salary compression
• If go back to Senate and they don’t agree, original Senate action returned to chancellor
  • If he does not sign, whole matter dies and Compensation Committee starts over on pay plan
• Would like to see some of this discussion brought up at Senate meeting

Motion PASSED by vote of 11 for, 2 against.

6. Discussion of language for handbook responsibilities and voting practices in Senate
• Should there be statement preceding Chapter 7 in handbook about changes to that chapter involving academic and educational activities coming before faculty given faculty granted primary responsibility for such matters in Chapter 36 of state statutes?
  • Yes
• Should there be statement in introduction to Chapter 5 of handbook that Faculty Personnel Committee and Academic Staff Personnel Committee serve as agents for revision of respective personnel rules?
  • Yes
• Should bylaws relating solely to faculty be voted on solely by faculty? Should bylaws relating solely to academic staff be voted on solely by academic staff?
  • Yes
• Consensus of Executive Committee that when bylaw changes now in works on election of academic staff and faculty representatives come to Senate, respective bylaws should be voted on solely by academic staff or faculty members of Senate
  • Should also change bylaws to explicitly state that

7. Miscellaneous Business – None

8. Announcements – None

Meeting adjourned at 4:40 p.m.

Wanda Schulner
Secretary to the University Senate