

Faculty Senate Meeting  
4/23/99  
Jefferson Room, 2pm

Present: Doug Cameron, Don Stierle, Curtis Link, Coutney Young, Larry Smith, John Evans, Celia Schahczenski  
Recorder: Celia Schahczenski

Minutes of the 4/9/99 meeting were approved.

### Old Business

- Pay Periods: Campus vote was 35 for being paid every 2 weeks and 2 for being paid once per month. Don agreed to look over Jim Handley's letter and circulate a draft to send to President Dennison.
- Salary Increases: Gilmore's letter seemed to imply that faculty salaries on this campus are not low. Since this campus has a large number of Engineers, Computer Scientists and Business people our average should be higher than the average salaries at liberal arts colleges, like UM. A simple comparison of average salaries is not appropriate; we need to compare the same fields of specialties. Chancellor Gilmore will be asked to talk to the faculty senate about salaries.
- Salary Committee Report: It is unclear how much input was gotten across campus for this. A percentage cost of living will increase any pay inequities amongst faculty members. It was suggested to give a fixed dollar amount as a cost of living increase, and possibly use whatever balance is left as the approved pay plan allows.

### New Business

- Salary model: Senators should look over this model and give their input.
- Department Head Job Description: What is the status of this document and has a job description for Deans been drafted?
- VCAA/R Search: Courtney agreed to organize a forum for faculty to voice their preference for a candidate. It will be held Friday, 4/30 at 3pm. A faculty vote for the candidates will be taken at that time. After the forum faculty will be able to vote at the student union office. (An email vote was rejected since it would not be private.)
- Project 2000: The acting VCAA/R has written yearly updates on our progress towards the goals laid out in the Project 2000 document. The copy of the report and updates were circulated at the meeting. One message in the document is that the faculty are working harder but not more efficiently since our enrollment has not gone up.
- Faculty Endowments: The question has been raised about whether endowment funds can be used to increase salaries? Endowments used to be used to supplement salaries, however, years ago salaries were increased and the money was taken into the general budget. Can the money be used to supplement salaries again? Curtis agreed to look into the policies on endowments. When Chancellor Gilmore is invited to talk about salaries he will also be asked to talk about endowments.
- Faculty Handbook: Don passed around an updated flowchart showing the current tenure and promotion process, and the proposed changes. Discussion centered on how far yearly probationary faculty reports should be passed up the chain of command. Currently these reports stay with the department head. Experience shows that these reports don't always get made. It was suggested that these reports be passed up to the dean, or maybe even to the VCAA/R, especially in those cases when the Department Head and Dean are the same person.

Section 210 was broken into sections in a new format. It was thought that this is an improvement. The senators will look over the sections. The senators agreed to look at Section 210 for updates. Curtis will email its latest copy.

The senate recommends that a subcommittee be created to continue work on the faculty handbook.

- Election of senators: It was decided to ask for nominations over email. Depending on the response to this request, the elections may also be over email. Alternatively, the election will occur at the upcoming faculty meeting.

The meeting adjourned at 3:30.