

FACULTY SENATE EXECUTIVE COMMITTEE

MONDAY, September 19, 2022

UC Aspen A & B | 4:00 p.m.

MINUTES

Present: Almquist, Endres, Feinstein, Fleming, Haddad, Kyle, Levin, Schuttler, Sileo, Senbet, Vaughan

Call to Order

The meeting was called to order at 4:02pm.

Approval of the Agenda

Approved without objection.

Approval of the Minutes from September 6, 2022

Changes:

- Senbet will ask additional faculty members in an attempt to address gender diversity.
- Schuttler will ask Marshall if, in I. 3. b., can “Only those positions identified as Executive, Senior Management, and Director” be replaced with “Only filled positions reported on the CUPA administrative survey”

Announcements

Chair’s Report (Senbet)

- Welcome Kamel Haddad
- Salary Update
 - Senbet shared a UNC Summary of Aggregate Faculty and Staff Salary chart and 2019AY vs. 2023AY (4-year Snapshot)
 - The discussion included: The full-time (or FTE) positions of both staff and faculty are declining in response to a decline in student FTE; While the aggregate faculty salary is declining, the staff salary is increasing; This created a widening gap between aggregate faculty and staff salary; This faculty and staff salary gap continues to grow; The increase in the exempt staff salary over the last three years explains almost all of the projected budget deficit in 2023AY; If this trend continues, the faculty is worried that this would have a negative impact on the faculty morale and our budget outlook; Some of the vacant staff positions will not be replaced, which would help in reducing the gap; When faculty are replaced, they are done so at a lower salary; Staff is mostly replaced at a higher salary; Possible case for bringing faculty parity to 100%; Explanations of trends; How do we address this exponential growth in staff salary to have a sustainable budget; Communication strategies and outcomes

Senate Committee Reports

Academic Policies (Levin) – No report

Codification (Schuttler) – The Committee is checking that approved Senate Actions are correctly transferred to the online BPM and UnivRegs

Elections (Schuttler) – Fall election winners were notified today

Faculty Welfare (Endres) – No Report

Salary Equity (Kyle) – No Report

Standing Reports

Board of Trustees (Vaughan) – BOT meets this week

President (Feinstein) – General Counsel will address additional FSEC bylaws changes at the Codification meeting on Wednesday

Provost (Fleming) – No Report

Unfinished Business

- Faculty Senate bylaws

Marshall Parks confirmed that “Only those positions identified as Executive, Senior Management, and Director” can be replaced with “Only filled positions reported on the CUPA administrative survey” in Article VI - The Salary Equity Committee (SEC), I. 3. b.

New Business

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 5:14pm.

Dawit Senbet
Chair

Mary Schuttler
Recording Secretary