

## **FACULTY SENATE EXECUTIVE COMMITTEE**

**MONDAY, October 3, 2022**

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

### **MINUTES**

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

**Guest:** Dale Pratt

#### **Call to Order**

The meeting was called to order at 4:01pm.

#### **Approval of the Agenda**

Approved without objection

#### **Approval of the Minutes** from September 19, 2022

Approved without objection

#### **Announcements**

Chair's Report (Senbet) – No Report

#### **Senate Committee Reports**

Academic Policies (Levin) – APC is working on the CORE Initiative

Codification (Schuttler) – CC is working on BPM Definitions, a FWC item (Eligibility Promotion and Timeline), and a APC item (Retroactive Degree Conferral)

Elections (Schuttler) – No Report

Faculty Welfare (Endres) – FWC sent the Eligibility Promotion and Timeline item to CC

Salary Equity (Kyle) –

President Feinstein appointed Jordan Barkley and Marshall Parks to SEC.

Haddad brought up that some searches have a small pool of applicants. Is there a process to list positions at a higher percentage of parity?

Fleming responded: Currently you cannot list a position at a higher rate, but you can possibly offer one. There is currently an approved band. Where in the band would an offer be made? Above the band should be considered on a case-by-case basis.

Haddad added – after market analysis is set, it could be used to adjust the offer when the salary pool is small. Could we deviate from 90% of CUPA when not attracting a big enough pool?

Fleming replied that this is more of an HR question.

Haddad added: Are CIP codes actually capturing the data? This problem still occurs when the CIP code is correct (regional, supply, few programs to compare it to). We need to do something different to compete.

Kyle said: Perhaps there is a proposal that goes through SEC for these situations.

Sileo gave example from College of Ed as to why this option is needed.

HR is open to recommendations to consider options with input from the Provost's office; a procedure for standardized exceptions should be explored.

Fleming added that it should be a cooperative effort with SEC (on the academic side) and HR. SEC could weigh in on the faculty's feeling on the priorities.

#### **Standing Reports**

Board of Trustees (Vaughan) – No report

President (Feinstein) – Budget forum information will be on the website soon

Provost (Fleming) – Dean searches: HSS chair chosen (Burke Hilsabeck), MCB chair chosen (Jim Reardon). Survey went out to what you want in your next Dean. The library Dean search will begin soon.

## **Unfinished Business**

- Staff vs Faculty Salaries
  - Dale Pratt– Concerns raised in increase in staff salaries vs faculty salaries
    - We are reviewing historical decision making (pandemic, enrollment realities)
    - Outcomes of previous decisions have caused these trends
    - Compensation, parity, 25 ½% turnover in 21 and 20% in 22 (more staff than faculty)
    - Jump forward – we have a current budget deficit that will be balanced this year; state mandates have an impact on the gap we are trying to close; we will balance the budget
    - For FY23 and FY24, we will see a change in trend lines; the staff/faculty salary gap will get smaller
    - Cannot just cut staff compensation; there were vacancy savings in staff positions in FY21, so some were filled
    - Ultimately we need to accept that the institution is smaller than it was, so we need to size it to today’s needs;
    - Confidence in changing the trend; cannot close the gap completely in 2 years, but strides will be made this year
    - A discussion followed on budget challenges
      - Levin offered that when someone leaves a faculty position, it is often eliminated, yet this is not done on the staff side.
      - Feinstein said these empty positions need to be evaluated in both areas.
      - Sileo mentioned that how things are explained (the optics of it) is most important.
      - Kyle said to make the process clear.
      - Haddad remarked that the % decrease is the same in faculty and staff.
      - Levin said that part of the discrepancy is in budgeted (but not filled) positions.
      - Fleming remarked that fair and equitable needs to be looked at in terms of rigor.
      - Feinstein added that there are inconsistencies across campus for how someone leaves. Currency should be dollars per FTE at the college and department level is the goal.
      - Senbet added that the drivers are: new positions, turnover, parity, classified vs exempt.
      - Pratt agreed and said it has to change to meet the needs of the current university and he will be transparent about the budget decisions. He says there is no sense of doom ahead of us.
      - Feinstein concluded that we are on solid financial footing.
- Faculty Senate bylaws

## **New Business**

**Comments to the Good of the Order**

**Adjournment**

The meeting was adjourned at 5:32pm.

Dawit Senbet  
Chair

Mary Schuttler  
Recording Secretary