

Faculty Senate Minutes

Thursday, February 1, 2018 at the Alumni House, 1:30 PM

I. Attendance

K. Corley, A. Geraghty-Rathert, G. Glasgow, T. Green, J. Palmer, D. Psihountas, T. Reilly, G. Renz, E. Rhiney, B. Rodney, C. Sagovac, H. Singaravelu, J. Stulce, P. Witkowski.

II. Approval of Minutes

Upon motion by G. Glasgow, seconded by D. Psihountas, the Senate unanimously approved the minutes of the January 18, 2018 Senate meeting.

III. Old Business

1. There continues to be an open at-large seat on the GCP Committee. No one responded to G. Renz' email requesting self-nominations and the Senate had no recommendations for possible representatives.
2. A. Geraghty-Rathert commented that the members of the Women, Gender and Sexuality and International Studies Committees are concerned about the Senate's proposed changes to the Handbook and said they wanted to be involved in making the language changes. G. Renz said that the Senate controls committees' charters. However, in the future the Senate will invite the committee chairs or their representatives to speak to the Senate about their concerns.
3. D. Psihountas and G. Renz updated the Senate on the Salary and Fringe Benefits Committee meeting with Provost Schuster, CFO Karaman and former HR Vice President Betsy Schmutz.
 - a. D. Psihountas said that the two major concerns raised in the Fall 2017 survey were 1) raises for full-time faculty and 2) raises for adjuncts. She stressed that Webster's faculty salaries have not kept up with inflation, as measured by the increase in the cost of living. She said Salary and Fringe Benefits is planning to ask the administration for raises.
 - b. D. Psihountas said that some faculty are concerned that their school or colleges are not receiving the full amount of the professional development funds allocated to the school or college pursuant to the prior faculty agreement with the administration (i.e., \$3,100 per faculty member is supposed to be allocated to each school or college). She said Provost J. Schuster told the Salary and Fringe Benefit committee that this should not be happening. In addition, D. Psihountas said some deans are apparently requiring their faculty to provide their planned professional development expenditures early in the academic year. If not done at the designated time, the faculty are told they will be denied professional development funds. G. Renz said he thought this requirement was unnecessary and inconsistent with the compensation agreement. No action was taken.
 - c. G. Renz said Salary and Fringe Benefits questioned the administration's proposed practice of awarding raises to selected faculty member based on Human Resources' compensation system (based on the former Mercer study). First, the faculty were not involved in creating the compensation system and

thus does not know its methodology. Second, this creates two different compensation systems: one negotiated by the Salary and Fringe Benefits Committee and approved by the Faculty Assembly that affects all faculty and another non-negotiated and non-approved system that gives raises to only selected faculty. Third, if raises are given without involving Salary and Fringe Benefits, this undercuts the role of the committee in negotiating compensation. Money spent giving raises to selected faculty pursuant to Human Resources' compensation model is likely to reduce the total pool of money available for other faculty members' compensation when Salary and Fringe Benefits negotiates for all faculty members.

4. Informally, the Senate unanimously agreed with G. Renz's suggestion that AAUP representatives make a presentation at the Spring Institute on shared governance and faculty's role in institutional change.

IV. The Senate went into Closed Session at 2:00 p.m.

Meeting Adjourned: 3:20 p.m.