

Meeting: Faculty Senate  
 Date: March 6, 2018  
 Time: 2:00 p.m.  
 Location: BA 290  
 Adjournment: p.m.

# Minutes

Members present: Juan Araujo, Julia Ballenger, Curtis Jones, Annette Taggart, Gerard Huber, Stephen Starnes, Bilal Abu Bakr, Benton Pierce, Greg Lubiani, Sarah Mitchell, Charlotte Larkin, John Smith, Jason Davis, Susan Stewart, Yasemin Atinc, Brandon Randolph-Seng, Yelin Ou, Daniel Kelly, Debra Mahoney, Kurtis Williams, Chad King (President), Sandy Hayes for Sean Anderson, Benjamin May, Jiaming Sun, Rebecca Worley

Members absent: Johanna Delgado-Acevedo, Tim Wilson

Issue/Topic	Summary of Discussion	Decision/Action Motioned by Senator Lubiani, seconded by Senator Ballenger
Invited Speakers:  Dr. Ray Keck, President  Alicia Currin, Vice President for Business & Administration	February 6, 2018, Senate minutes were approved with minor modifications  The meeting opened at 2:05 p.m. Dr. Keck thanked the faculty senators for the opportunity to be present.  Dr. Keck asked the senators how the questions evolved related to salary and merit pay. President King informed Dr. Keck that, <ul style="list-style-type: none"> <li>• The Academic Department heads put together a salary document. The document was shared with the faculty senators. The faculty senators reviewed the report and questioned Dr. Keck’s awarding of administrators’ permanent salary adjustments and bonuses while faculty only received a <b>one-time</b> bonus rather than a merit pay raise.</li> </ul>	
	Dr. Keck asked for questions. <ul style="list-style-type: none"> <li>• Dr. White-Lewis began the discussion acknowledging the FY2018 Merit letter that Dr. Keck sent to faculty. In essence, the faculty members were told that because of the overall decline of 4.98% in student enrollment, faculty would not receive a permanent merit increase for fiscal year 2018. Therefore, Dr. Keck authorized a <b>one-time</b> merit pool for all “eligible” employees to be paid as a lump sum amount in November. Dr. White-Lewis noted that in the Higher Education Administration Accountability report, administrators received significant</li> </ul>	

raises and bonuses. The question was: Where is the money?

Dr. Keck's and Ms. Currin's responses:

- One million was put aside for merit pay. With the enrollment decrease in International, graduate, and computer science students, a **one-time** merit was awarded to faculty.
- Administrative salary increases were market-based adjustments
- Staff and administrators' salaries change all the time
- Faculty salary is fixed by deans and department heads
- Market-based adjustments and job changes amounted to \$220,000. Dr. Keck used A&M System as guide for making the salary adjustments.
- Adjustments are given throughout the year for staff positions based on funding within the division (i.e., salary savings). Dr. Keck made a few permanent salary adjustments such as: V. P. for Enrollment and Retention, and V. P. for Development Advancement (\$86,000); Business Administration (\$14,000), Business (\$42,000), and Athletics (\$76,000)
- Specific procedures are in place for staff salary adjustments during the year; however, specific procedures for faculty salary adjustments are not in place
- Faculty salary adjustments (Provost Office)
- Faculty promotions – Approximately \$150,000
- Staff adjustments - \$75,000
- Enrollment decrease by 3% results in one million dollar lost
- Administrators work from 8 a.m. to 5 p.m. each day
- Faculty time is more flexible, with summers off
- Market study needed- can fund the study in salary savings (Academic Affairs office)
- Faculty may ask department chair or dean to be considered for an equity adjustment

Ms. Currin shared the A&M University FY 2018 Revenue Budget. The budget percentage breakdowns are as follow:

- Tuition and Fees (Gross) 45%
- State appropriations 25%
- Student financial assistance 11%
- Sales and services 9%
- Higher Education fund 5%
- Investment Income 2%

	<ul style="list-style-type: none"> <li>• Contracts and Grants 2%</li> <li>• Gifts 1%</li> </ul> <p><b>Question:</b> Senator Starnes asked why the BRD committee had stopped meeting. Dr. Keck explained that they were no longer taking 1% off everybody’s budget as set aside money. Therefore, it was not necessary for the BRD committee to meet. Future meetings may be needed.</p> <p>Dr. Keck reported that budgeting issues are endemic of a larger problem. Faculty members should commit themselves to an outcome such as: doctoral faculty workload 3/3 or 3/2; Teachers 3/3/ or 4/4.</p> <p>Faculty senators discussed the lack of consistency across colleges in the evaluation of deans and department chairs. Dr. Keck informed the group that it is a SACS expectation to evaluate deans and department chairs.</p>	
<b>Communications</b>	<p>President King shared the following information with the Senators:</p> <ul style="list-style-type: none"> <li>• Great colleges to work for/Survey-Institutional Effectiveness Office (encouraged to complete)</li> <li>• April 2, 2018, Mental Health Day sponsored by President Keck and the Counseling Department</li> <li>• Scathing report on Enrollment and Retention directed to administration</li> <li>• Cannot allow people to work before person is officially hired on the 1<sup>st</sup> or 15<sup>th</sup> of the month</li> </ul>	
<b>Committee Reports</b>	<ul style="list-style-type: none"> <li>• <b>Academic Life:</b> Senator Larkin did not have a report</li> <li>• <b>Academic Practice:</b> Senator Ballenger did not have a report</li> <li>• <b>Admission and Retention:</b> Senator Kelly did not have a report</li> <li>• <b>Curriculum:</b> Senator Benton did not have a report</li> <li>• <b>Budget:</b> Senator Starnes did not have a report</li> <li>• <b>Faculty Senate Awards:</b> Senator May reported that the committee members met, analyzed the packets submitted, and identified the faculty senate award recipients. The list of award recipients was given to President King.</li> <li>• <b>Organization of the Senate:</b> No report</li> </ul>	

<b>Unfinished Business</b>	No unfinished business	
<b>New Business</b>	<ul style="list-style-type: none"> <li>• Approval of Faculty Senate Award Recipients</li> <li>• Mayo Award will be available for recipient in 2020</li> <li>• Time frame for Faculty Senate Awards’ nominations and packet submission worked better this year</li> <li>• President King will secure a speaker for the Faculty Senate Awards Luncheon</li> <li>• Faculty Senate Awards Luncheon is Monday, April 9<sup>th</sup></li> <li>• Faculty members are invited to attend</li> <li>• Lunch is free</li> </ul> <p>The meeting adjourned at 3:30 p.m.</p>	