Minutes of the November 20, 2014 meeting:

Attending: Jeff Popke, Guglielmo Fucci, John Given, Robert Kulesher, Mark Sanders, Susan Chapman, Gary Vanderpool and Wanda Wynne

Minutes of the October 16, 2014 meeting were approved.

In the absence of the secretary, Wanda Wynne agreed to record the meeting minutes.

Jeff Popke led a discussion about salary and promotion data that was collected from our peer institutions. The collection of the data was not systematic but was collected from those who were willing to share their institution’s methods. The data suggested a mixture of methods with most applying either a fixed dollar amount or a percentage amount for promotion from assistant to associate and from associate to full.

Jeff then presented his analysis of the effect a percentage increase (with a cap) or fixed dollar increase would have on ECU in terms of budget dollars needed. He based his analysis on current average salaries of Assistant Professors in each department and the average of how many promotions there had been university wide for the past 5 years (both to associate and to full). Based on his computations, Jeff concluded that fixed dollar raises would probably be more effective and would definitely be more affordable than percentage raises. He suggested that the committee might want to aim for a recommendation of a $3500 increase for assistant to associate and a $5000 increase for associate to full. One thing that was not considered in his computations was 9 vs. 12 month faculty. He said that some of our peers had different policies in place for those two groups.

The UBC has been informed that if the university is able to obtain approval for tuition increases, then part of that funding could be pooled to use for faculty promotions. Jeff said that in the absence of that increase in permanent funding, perhaps the university could raise the funds through a budget cut to departments.

John said that the Faculty Senate officers will meet with the Academic Council next week and he will be glad to throw out the $3500 and $5000 figures to get feedback from the Provost and VC for Health Sciences. After some discussion, it was concluded that the Brody School of Medicine and the School of Dental Medicine may want to devise their own separate plan.

Jeff said that whatever the final proposal of the UBC is, it needs to include a plan for fixed-term faculty and EPA Non-Faculty because those groups need a policy as well. He said that historically the full time fixed-term faculty have not attempted to achieve a promotion in rank, probably because there has been no raises dollars resulting in little incentive to pursue it.

There being no further business, the meeting was adjourned.