SENATE EXECUTIVE COMMITTEE
MINUTES

March 18, 2008
2:30 pm.

Present: Alden Craddock, Keith Bernhard, Nora Engebretsen, Gary Lee, Johnnie Lewis, Ben Muego, Nancy Orel
Patrick Pauken, Peter Pinto, Jeannie Sabaroff, Ellen Williams, Rich Hebein

Guest: Philip Weinseir, Chair, Faculty Welfare Committee

SALARY RECOMMENDATION
Pauken called the meeting to order. The purpose of the meeting was to brief SEC on the presentation that FWC
would make to Faculty Senate on the salary recommendation for faculty at the April 1 meeting. The Proposal has
four parts.

I. Historical Review
Since 1983-84, BGSU faculty salaries have been in the lower half of the average salaries of the public universities in
Ohio. In 1999, BGSU’s administration announced a Long-Term Comprehensive Compensation Plan that would
significantly improve faculty salaries within a five to seven year period. Since 1997-98, salaries have been 11th out
of 12 in the state.

II. Current Status of Faculty Compensation
In the new University System of Ohio, BGSU will be held in comparison to Kent, Miami and Ohio University (“the
four corner peers”) in mission, performance and state funding. Currently, BGSU full-time faculty has both the
lowest salary and lowest fringe benefits of this group while charging nearly the highest tuition.

To provide salaries at the average of the four corner peers, BGSU will need a one-time, across the board increase of
11.75% to the nine-month salaries of full-time, instructional faculty. To maintain parity, BGSU will need a merit
increase of 4.92%. To provide fringe benefits at the average of the peers, BGSU will need a 44.91% average dollar-
per-person increase or a 6.43% salary increase for full-time faculty.

III. Faculty Salary Proposal
Based on the data presented, FWC proposes that BGSU increase faculty salaries by 11.75% to reach the average of
the peers, by an additional 4.92% to maintain parity with the peers, and by an additional 44.91% in benefits.

IV. Future Considerations
FWC proposes that the faculty salary proposal process be reviewed and amended to eliminate the duplication of
effort and inefficiency of multiple committees making salary recommendations. Although FWC is the Charter-
mandated committee to prepare faculty salary recommendations, they do not have an effective role in the decision.

ADJOURNMENT
The meeting was adjourned at 3:00 pm.

Respectfully submitted,

Rich Hebein, Secretary