

SENATE EXECUTIVE COMMITTEE MINUTES

March 18, 2008
2:30 pm.

Senate Conference Room
140 McFall Center

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