

University Faculty Meeting

April 4, 2025

Agenda:

1. Opening Remarks from Provost Skomp
2. Remarks from President Roellke
3. Faculty compensation presentation and discussion (Joe Woodside, Chair of the University Faculty Compensation Committee and Colin Hilton-MacFarlane, Assistant Vice President of Institutional Research and Effectiveness)

The meeting was called to order at 12:00pm by Provost Skomp.

Opening Remarks from Provost Skomp

Provost Skomp welcomed the faculty and announced that a special University faculty meeting will be held on Thursday, May 1 from 1:15-2:45 p.m. in Rinker Auditorium (LBC 108). The agenda will focus exclusively on continued discussion of the faculty governance reform proposal, and supporting materials will be shared in advance of the meeting.

Remarks from President Roellke

President Christopher Roellke followed with remarks on the university's moral and institutional obligations regarding compensation. He spoke about the tension between operational budget realities and the need to invest in faculty and staff, asserting that this issue concerns finances as well as institutional values and the long-term health of the university. President Roellke reaffirmed his strong belief in shared governance and noted that recent strategic planning efforts, including input from the Board of Trustees, have emphasized the importance of competitive compensation to faculty recruitment, retention, and morale.

Faculty compensation presentation and discussion (Joe Woodside, Chair of the University Faculty Compensation Committee and Colin Hilton-MacFarlane, Assistant Vice President of Institutional Research and Effectiveness)

Dr. Joe Woodside, Chair of the UFCC, began by outlining the committee's mission: to conduct a robust, data-driven analysis of faculty compensation and to provide the administration with clear insights and recommendations. The committee worked closely with Institutional Research to gather and interpret salary data. The committee's process included both external benchmarking and internal analysis. One of the UFCC's core principles is transparency, ensuring that all data used in the analysis would be made available to faculty and that recommendations would be clearly communicated.

Colin Hilton-MacFarlane, Assistant Vice President for Institutional Research and Effectiveness, presented a detailed analysis of the data (shared with all faculty in advance of the meeting) and noted the move from CUPA peer benchmarks to a national market.

Before the conversation transitioned to reviewing the options for a 2025-2026 salary increase. Dr. Eric Kurlander discussed and presented a motion to add a fourth option.

Motion:

- The raise pool gets used to move every faculty member making below .95 AMM of the median of our *five lowest paid disciplines*, adjusted by rank/tenure (compa), to .95 of AMM. After that all faculty, including said faculty, get the same lump sum increase divided equally, in order to be the least regressive as possible.
- Second by William Chavez

After discussion, an amendment to the motion was presented by Dr. Jeremy Posadas.

Motion:

- The raise pool gets used to move every faculty member making below .95 AMM of the median of our five lowest paid disciplines, adjusted by rank/tenure (compa), to .95 of AMM, and a floor of NTT to \$56,500. After that all faculty, including said faculty, get the same lump sum increase divided equally, in order to be the least regressive as possible.
- Rachel Core called the amended motion to question
- Second by Lisa Coulter

Using an online voting platform, 65 votes were submitted.

- 51 in favor
- 14 against

The UFCC and Provost Skomp then presented a poll for all full-time faculty to consider for a 2025-2026 salary increase. The following options were presented:

- Option A: 3% ATB
- Option B: 95% AMM T/TT Floor, NTT Floor \$55,000, and 1.38% ATB
- Option C: 97.5% AMM T/TT Floor, NTT Floor \$56,500, and 0% ATB

The poll resulted in 81 faculty members responding. The most popular option was C, followed by B and then A. Given the outcome of the motion vote, faculty were informed that follow-up information would be shared by the committee in the coming days.

Dr. Woodside closed the presentation by summarizing the UFCC's recommendations, which include: developing a multi-year plan to address salary compression and market misalignment; instituting a regular review process for equity and merit-based raises; and ensuring ongoing faculty participation in compensation-related decisions. He stressed that while immediate fixes may not be possible due to budget limitations, the university can begin laying the groundwork now through policy changes, better data practices, and clear communication as we design a compensation model that is fair, sustainable, and transparent.

In closing, both Provost Skomp and President Roellke reiterated their appreciation for the UFCC's work and their commitment to continue this dialogue in the weeks and months ahead. They encouraged faculty to provide feedback, ask questions, and stay engaged as the university moves forward with this critical work.

Adjournment

The meeting adjourned at 1:11 PM.