

College of Arts and Sciences
Faculty Assembly
August 28, 2015

ATTENDANCE:

ANTHROPOLOGY:	J. Haws, S. Parkhurst, J. Peteet, C. Tillquist, J. Zhao
BIOLOGY:	J. Alexander, C. Corbitt, L. Dugatkin, P. Eason, C. Frost, L. Fuselier, M. Perlin, D. Schultz, S. Yanoviak
CHEMISTRY:	R. Buchanan
CLASSICAL & MODERN LANG.:	L. Baixauli-Olmos, T. Dumstorf, J. Gabbard, J. Greene, M. Groenewold, G. Hutcheson, A. Leidner, R. Luginbill, M. Makris, A. Mastri, F. Nuessel, B. Ortiz-Loyola, W. Pfeffer, R. Roebuck, C. Sullivan, L. Wagner, W. Yoder, L. Zeng
COMMUNICATION:	M. Cunningham, L. Della, M. D'Silva, J. Ferre, A. Futrell, J. Hart, S. Smith, K. Walker
CRIMINAL JUSTICE:	B. Campbell, D. Keeling, J. Nix
ENGLISH:	D. Billingsley, A. Clukey, S. Griffin, P. Griner, K. Hadley, A. Jaffe, K. Kopelson, A. Olinger, C. Petrosino, A. Rabin, G. Ridley, S. Ryan, S. Schneider, B. Willey, E. Wise
FINE ARTS:	T. Burns, M. Eckert, J. Grubola, J. Kim, G. Mayer, C. Reitz R. Dingel
GEOGRAPHY/GEOSCIENCES:	C.A. Day, A. Gaughan, C. Hanchette, K. Mountain, W. Song, F. Stevens, M. Walker
HISTORY:	B. Beattie, C. Ehrick, T. Keeley, L. Kelland, T. K'Meyer, D. Krebs, D. Vivian
HUMANITIES:	S. Bertacco, M. Moazzen, N. Polzer, P. Pranke, T. Soldat-Jaffe, K. Swinehart
MATHEMATICS:	C. Biro, M. Bradley, U. Darji, A. Hill, C. Hu, L. Larson, J. Li, A. Miller, T. Riedel, D. Swanson, C. Tone, D. Wildstrom
MILITARY SCIENCE:	J. Murnock
PAN-AFRICAN STUDIES:	T. Adams, L. Best, J. Carew, P. Johnson
PHILOSOPHY:	A. Elpidorou, J. Gibson, S. Hanson, A. Kolers, D. Owen
PHYSICS:	D. Brown, C. Jayanthi, M. Yu
POLITICAL SCIENCE:	J. Abbott, D. Buckley, A. Caldwell, D. Clayton, J. Farrier, T. Gray, M. Merry, L. Moyer, R. Payne, S. Wallace, T. Weaver
PSYCHOLOGY:	C. Cashon, P. DeMarco, E. Ross

SOCIOLOGY: D. Austin, J. Beggan, J. Busch, P. Gagne, R. Hognas,
D. Roelfs, R. Schroeder
THEATRE ARTS: N. Burton
WOMENS & GENDER ST: C. Fosl, D. Heinecken, S. Jarosi, N. Theriot

Andrew Rabin convened the Faculty Assembly at 2:02 PM.

The next meeting of the Faculty Assembly will be September 18, 2015. Dean Leonard will present the annual State of the College address immediately following this meeting. Items of business for the September 18th regular meeting must be submitted to Dr. Rabin by 5:00 PM on September 11, 2015.

Dr. Rabin recognized Dr. Tracy K'Meyer to present a motion unanimously adopted by the College's chairpersons to revise Section 2.1.B.6 of the College's personnel policy. Prior to Dr. K'Meyer's presentation, Dr. Rabin briefly recounted the origins of the motion in the chairs' disagreement with the dean about the decanal role in departmental evaluations of chairpersons. The chairs believed that the dean's interpretation of the existing policy language deviated from previous institutional practice and, therefore, wished to revise the language. Their proposed revision was submitted to the A&S personnel committee, which raised some concerns about the chairs' proposal. Dr. Rabin further explained that vote on this revision would be conducted by secret ballot, to which the body agreed unanimously.

Dr. K'Meyer was joined by Professor Nefertiti Burton (Theatre Arts), Dr. Al Futrell (Communication), Dr. Chakram Jayanthi (Physics), Dr. Alan Leidner (Classical and Modern Languages), Dr. David Owen (Philosophy), Dr. Thomas Riedel (Mathematics), Dr. Glynis Ridley (English), and Dr. Ryan Schroeder (Sociology).

The approved language read as follows:

Faculty who have administrative appointments shall be reviewed for their administrative services as well as for their other faculty responsibilities. Such reviews will be initiated by the department and will involve consultation with appropriate faculty and administrators. Each department shall develop specific policies for the evaluation of Chairs. These must include gathering specific assessments of the Chair's performance from individuals such as the Dean. The department Chair, together with the department personnel committee, will be responsible for identifying such individuals. The form of such reviews shall be established within the Dean's Guidelines. These evaluations must be incorporated into the annual review of that individual.

The chairs challenged a reading of this policy that argued that departmental personnel committees needed to consult with the dean before conducting an annual merit review for their respective chairpersons. The departments, they argued, should be free to create and determine their own policies and procedures.

The chairs, therefore, recommended the following revised language:

Faculty who have administrative appointments shall be reviewed for their administrative services as well as for their other faculty responsibilities. Each department shall include a process for the evaluation of its chair in its personnel policies.

Dr. Rabin next recognized Dr. Michael Perlin of the A&S Personnel Committee. Dr. Perlin stated that the committee agreed that the existing language should be revised; however, the committee felt that the chairs' proposed language was "too simple," providing no procedural guidance to departmental personnel committees. Dr. Perlin insisted that the committee did not wish to impose uniformity on the departments, but did believe that there needs to be consistency in evaluative procedures. The dean's office receives information that may be of interest/use to departmental personnel committees and, therefore, was in a position to offer committees data about chairs' performance to which they might otherwise not have access.

The faculty debated this issue for the next several minutes before the question was called. Dr. Cunningham suggested that the A&S Personnel Committee could draft a non-binding memorandum to departmental personnel committees explaining the types of information that the dean's office could provide and offering to provide materials upon request. The chairs' motion passed with 115 in favor and 18 opposed.

Dr. Rabin next recognized Dr. John Gibson and Dr. Susan Jarosi to present a motion concerning faculty salary equity. Dr. Jarosi explained that the draft letter submitted for the faculty's consideration was a response to Dr. Willihnganz's November 2014 presentation to the Faculty Assembly concerning the faculty salary study. The results of that study have not been released, so this memorandum from the faculty was proposed to serve as a reminder and call to action to the Provost, the President, and the Board of Trustees. Floor discussion of the proposal focused on whether it had enough focus on equity, particularly gender equity and part-time faculty salaries. The faculty eventually approved the document with 1 no vote and 1 abstention. The approved document appears below. Dr. Rabin indicated that he will transmit it to the addressees.

The Faculty Assembly was adjourned at 3:03 PM.

MEMORANDUM

TO: Neville Pinto, Interim Executive Vice President & Provost
James Ramsey, President
Members of the Board of Trustees

FROM: Faculty of the College of Arts & Sciences

DATE: August 21, 2015

RE: A&S faculty salary correction

This is a formal request for the following actions:

- 1) Correction of A&S faculty salaries that are currently below market value, with priority given to cases of salary inversion and compression.
- 2) A sustainable plan to remedy the structural problems in A&S compensation practices causing:
 - a) salaries in the College that are disproportionately below market (relative to other units in the University), and
 - b) recurrent cycles of salary inversion and compression.

The College of Arts & Sciences Faculty Assembly seeks timely action on the issue of faculty salaries. Within the College, endemically low salaries are directly responsible for poor faculty morale and pose major challenges to recruitment and retention. Faculty in A&S have consistently and clearly made it known that they take below-market salaries to be the most pressing problem they face. Provost Willihnganz acknowledged this last November in her presentation to the Assembly on the 2013-14 faculty salary market study. As the minutes of that meeting note, Dr. Willihnganz cited a figure from the study indicating that UofL faculty salaries averaged 91% of benchmark institutions. However, this number obscures the fact that the problem is most severe in the College: of all units within the University, A&S salaries lag the furthest behind benchmark.

Dr. Willihnganz assured the Assembly that “the University is committed to addressing this issue, perhaps as early as the next budgetary cycle” and that she would explore a mechanism for communicating the results of the salary survey to the university community. She then described several ideas that were under consideration for generating the funds necessary to make the salary corrections. Subsequent to the meeting, however, communication from the Provost’s Office on the issue ceased – no details of the study were made available nor was action toward implementing salary adjustments made public. The Assembly appreciates that, in recent communications with the Assembly Chair, Dr.

Pinto has expressed a commitment to follow through on Dr. Willihnganz's promise and publicly release the results of the study this semester.

We welcome the opportunity to discuss the problem of faculty compensation in public forums, but the crucial first steps to redress below-market salaries in A&S must be taken now and not made contingent upon the conclusion of such discussion. The prioritization of this issue has been represented to the faculty for years, as has been noted. In addition, we wish to underscore the importance of developing a strategy for sustaining competitive salaries once equity is achieved. We respectfully request that the Provost report back to the Assembly with plans to address these issues by January 2016.