

College of Arts and Sciences
Faculty Assembly
November 20, 2015

ATTENDANCE:

ANTHROPOLOGY:	F. Crespo, S. Parkhurst, C. Tillquist
BIOLOGY:	C. Corbitt, P. Eason, R. Fell, C. Frost, L. Fuselier
CHEMISTRY:	R. Buchanan
CLASSICAL & MODERN LANG.:	L. Baixauli-Olmos, R. Buchanan, W. Cunningham, T. Edison, J. Gabbard, G. Hutcheson, A. Leidner, M. Makris, A. Mastri, M. Medina, B. Ortiz-Loyola, W. Pfeffer, R. Roebuck, C. Sullivan, L. Wagner
COMMUNICATION:	M. Cunningham, L. Della, J. Ferré, J. Hart, S. Phillips, K. Walker, Y. Wang
CRIMINAL JUSTICE:	D. Keeling
ENGLISH:	D. Anderson, J. Dietrich, S. Griffin, P. Griner, K. Hadley, A. Olinger, C. Petrosino, A. Rabin, G. Ridley, S. Ryan, S. Schneider, I. Stansel, D. Tanner, E. Wise
FINE ARTS:	T. Burns, Y. Chan, R. Singel
GEOGRAPHY/GEOSCIENCES:	C.A. Day, A. Gaughan, C. Hanchette, P. McCutcheon, K. Mountain, F. Stevens
HISTORY:	B. Beattie, G. Carlton, T. Keeley, D. Krebs, D. Vivian
HUMANITIES:	P. Beattie, S. Bertacco, P. Pranke, T. SoldatJaffe
MATHEMATICS:	C. Biro, M. Bradley, U. Darji, A. Hill, K. Lee, T. Riedel, S. Seif, D. Swanson, D. Wildstrom, Y. Xu
MILITARY SCIENCE:	S. Butler
PAN-AFRICAN STUDIES:	P. Johnson, R. Jones, T. Rajack-Talley
PHILOSOPHY:	A. Elpidorou, A. Kolers
PHYSICS:	D. Brown
POLITICAL SCIENCE:	D. Buckley, D. Clayton, J. Farrier, J. Gainous, M. Merry, R. Payne, S. Wallace, T. Weaver
SOCIOLOGY:	D. Austin, J. Busch, P. Gagné, C. Negrey, D. Potter, J.H. Rieger, H. Taniguchi
THEATRE ARTS:	N. Burton
URBAN & PUBLIC AFFAIRS:	C. Donald, J. Gilderbloom, F. Goetzke, M. Ruther, D. Simpson, S. Zhang
WOMENS & GENDER ST:	C. Fosl, D. Heinecken, S. Jarosi, K. Story, N. Theriot

Andrew Rabin convened the Faculty Assembly at 2:05 PM.

The next meeting of the Faculty Assembly will be December 4, 2015. Motions to be considered at this meeting are due to Andrew Rabin no later than 5 PM on November 27, 2015.

Dr. Rabin recognized Dr. Tracy Eells, Vice Provost for Faculty Affairs, to update the faculty on the ongoing study of faculty salaries. Dr. Eells noted that, overall, UofL's compensation is at 91% of its benchmark institutions and that President Ramsey is committed to getting the University to 100% by 2020. Dr. Eells noted that the provost gave the committee a four-part charge. The committee's work on the first three is to be completed by the end of the academic year. Work will then begin on the fourth charge.

- **Design and conduct a new faculty and staff salary survey.** This survey uses the same methodology as the survey whose results were shared with the community in September 2015. It compares UofL salaries with those of 19 other benchmark institutions (CPE-designated and/or public ACC institutions). Unlike the survey released in September, this survey will also include term faculty salaries. The results of this study are expected to be completed "in approximately two to three weeks."
- **Study salary compression and inversion.** Dr. Eells stated that this consideration has been complicated. The committee is reviewing compression models and wrestling with how to address various factors.
- **Explore the University's performance review process**
- **Review the University's budget and develop a multi-year plan to identify means to fund salary adjustments.** Dr. Eells stated that President Ramsey has been informed that the University should not expect an increase in state funding next year, so additional state revenues will not be available to support salary increases.

Dr. Eells responded to several questions from the floor.

- Dr. Susan Griffin asked if funding sources have been identified, to which Dr. Eells replied that he did not know of any. He further reminded the faculty that work on the fourth phase, the phase dedicated to reviewing the budget, has not commenced. When asked if this work is "busy work" since there is no anticipated increase in state funding and since the University has yet to identify internal funds that can be repurposed, Dr. Eells responded in the negative. He emphasized that Dr. Ramsey has publicly committed himself and the University to meeting salary equity goals by 2020.
- Dr. John Gilderbloom asked whether the committee had established a process for evaluating variables related to faculty merit/scholarly productivity (e.g. types of publications, quality of publication placement, and number of publications) or considering possible pay inequities based on gender and/or race. Dr. Gilderbloom also suggested that placing a \$5 tax on UofL athletic events held at the Yum! Center or at Papa John's Stadium might be a way to generate additional revenue. Dr. Glynis Ridley asked whether the committee had considered seeking financial support from the Foundation's coffers to

fund salary increases. Dr. Eells again responded that work on the fourth phase has yet to begin, but encouraged faculty to submit ideas for identifying funding sources to him.

- Dr. Michael Cunningham asked what criteria were used in selecting the benchmark institutions and if it would be possible to find a list of the institutions used in the study. It was noted from the floor that a link to those institutions can be found on A&S faculty salary survey Sharepoint site and that a link also appeared in the letter from Dr. Ramsey's September 2015 letter. In a follow-up question, Dr. Christopher Frost noted that the benchmark institutions were identified in 2005 and asked whether the list could be reviewed for contemporary appropriateness. Dr. Eells indicated that such a review might be advisable.
- Dr. Avery Kolers asked if the committee would be considering contingent faculty salaries and was reminded that that was not a part of the committee's charge.

At the end of the faculty's questions, Dr. Rabin stressed to Dr. Eells that previous studies indicated that A&S faculty salaries are the least in alignment with those at benchmark institutions. Below-market compensation is both injurious to morale and a serious financial concern for many faculty, he continued, so the University needs to take immediate corrective actions. Dr. Eells responded that he had heard that from other parties and reminded the Assembly of the president's commitment. Dr. Eells will send questions from the committee to Dr. Rabin for dissemination to the faculty and faculty are encouraged to send questions and suggestions to Dr. Rabin to be passed along to Dr. Eells and the committee.

The second item of business was the proposed BA in Sustainability. The chairs of the Curriculum Committee and the Planning and Budget Committee affirmed that the proposal had been reviewed and approved by their respective committees. Dr. Rabin then recognized Dr. David Simpson, who offered a history of the proposal's development and outlined the major's requirements. No questions were posed from the floor and the proposed BA in Sustainability was unanimously approved.

The Faculty Assembly was adjourned at 2:46 PM.