

College of Arts and Sciences
Faculty Assembly
February 12, 2016

ATTENDANCE:

ANTHROPOLOGY:	F. Crespo, J. Haws, S. Parkhurst, C. Tillquist
BIOLOGY:	J. Alexander, M. Carreiro, G. Cobbs, C. Corbitt, P. Eason, C. Frost, J. Mansfield-Jones, S. Remold, S. Yanoviak, D. Yoder-Himes
CLASSICAL & MODERN LANG.:	T. Edison, B. Fonseca-Gruber, J. Gabbard, J. Greene, M. Makris, A. Matri, M. Medina, M. Miller, F. Nuessel, W. Pfeffer
COMMUNICATION:	M. Cunningham, L. Della, M. D'Silva, S. Sohn
CRIMINAL JUSTICE:	B. Campbell, D. Keeling, J. Nix, G. Vito
ENGLISH:	M. Biberman, K. Chandler, A. Clunkey, K. Hadley, A. Jaffe, A. Olinger, C. Petrosino, G. Ridley, S. Ryan, I. Stansel, D. Tanner, A. Willey, E. Wise
GEOGRAPHY/GEOSCIENCES:	C. Hanchette, D. Howarth
HISTORY:	B. Beattie, M. Blum, B. Bowman, G. Carlton, C. Ehrick, B. Kebric, L. Kelland, D. Krebs, Y. Ma, D. Vivian, J. Westerfeld
HUMANITIES:	P. Beattie, S. Bertacco, M. Hagan, M. Moazzen, N. Polzer, P. Pranke, T. Soldat-Jaffe, T. Stewart
MATHEMATICS:	C. Biro, L. Larson, D. Smith-Tone, D. Swanson
PAN-AFRICAN STUDIES:	L. Best, J. Carew, T. Fleming, R. Jones, B. McCormack, P. McCutcheon
PHILOSOPHY:	J. Chung, A. Elpidorou, J. Gibson, S. Hanson, A. Kolers, D. Owen, T. Maloney
POLITICAL SCIENCE:	A. Caldwell, M. Merry, R. Payne
SOCIOLOGY:	D. Austin, J. Busch, R. Carini, P. Gagné, G. Marshall, C. Negrey, J.H. Rieger, D. Roelfs, R. Schroeder, H. Taniguchi
THEATRE ARTS:	N. Burton, R. Vandenbroucke
WOMENS & GENDER ST:	C. Fosl, D. Heinecken, S. Jarosi, N. Theriot

Dr. John Gibson convened this special meeting of the Faculty Assembly at 2:11 PM.

The next meeting of the Faculty Assembly will be February 19, 2016. The meeting will be held at 2:00 PM in SK 102.

Dr. Gibson recognized Dr. Dawn Heinecken, who appealed Dr. Andrew Rabin's previous ruling that the two proposed motions from the Faculty Salary Work Group should properly come before

the Faculty Assembly through one of the standing committees as its work overlapped in some ways with Planning and Budget's purview. Dr. Heinecken argued that Dr. Rabin's decision was in violation of both Robert's Rules and the College's by-laws. Dr. Gibson briefly summarized Dr. Rabin's position and Dr. Ridley noted that there was precedent for Dr. Rabin's decision based on a matter that the chairs wished to present to the Faculty Assembly at the first meeting of the 2015-16 academic year. After a brief discussion of the matter, Dr. Wendy Pfeffer moved that debate be closed and called for the question. The faculty assembly voted to accept Dr. Heinecken's appeal and to consider the work group's motion. The appeal was accepted with two abstentions and no nays.

Dr. Susan Jarosi was recognized to present the second of the two motions first, which called for the creation of the A&S Faculty Salary Committee as a new standing committee. Dr. Jarosi introduced the work group's members and briefly recounted the committee's formation and work. When the floor was opened for discussion, Professor Elaine Wise initiated debate about the committee's constitution. As originally conceptualized, the committee would consist of six faculty members, excluding chairpersons and guaranteeing two representatives from each division, and a staff representative. Professor Wise wondered why a staff representative would be chosen since the committee would not be taking up issues related to staff compensation. After several minutes of discussion of staff representation on this proposed committee, a friendly amendment initiated by Professor Wise and Dr. Thomas Maloney striking language about a staff representative was accepted. Discussion then turned to language to guarantee representation from term faculty and part-time lecturers. Dr. Avery Kolers proposed a friendly amendment guaranteeing that three representatives of the part-time faculty would be elected to the committee, one from each division and coming from departments not already represented on the committee. After additional discussion about whether it would be appropriate to ask persons without service requirements to serve on a committee without compensation and the logistics of electing part-time faculty to serve, Dr. Kolers' friendly amendment was defeated. Dr. Daniel Krebs initiated discussion of how the proposed Faculty Salary Committee would liaise with Planning and Budget, prompting Dr. David Swanson to state that the committee envisioned that it would develop recommendations that would be forwarded to Planning and Budget. Faculty debate about representation for term and part-time faculty continued for some time. New language initially suggested by Professor Wise was approved as a friendly amendment was accepted and the Faculty Assembly voted to approve the amended second motion. The amended version appears below.

Dr. Heinecken presented the first motion, entitled "Recommendations for correcting low salaries in A&S." The motion, it was noted, was offered to establish four priority areas: salary inversion, full-time faculty who do not earn what is considered to be a living wage in the metro Louisville area, faculty whose salaries "lag the furthest behind national benchmark" salaries, and low salaries and salary compression. Debate about this motion was spirited. Dr. Willey noted that some of the specific financial information in the document about faculty salaries was incorrect, giving rise to concerns about the accuracy of the data used. Dr. Perri Eason noted that the committee used the data that it was given and that it acknowledged some of the data were inaccurate. Dr. Eason added

that the dean's office would be providing additional, more accurate salary data. Dr. Maloney argued that presenting data that we knew to be problematic should not be advanced from the Assembly without due diligence to make corrections. Discussion of the data and whether specific figures should be included continued for several minutes. Professor Kiki Petrosino moved that document be edited to exclude all specific financial references and that it be limited only to presenting the four identified priority areas. This motion was defeated. Dr. Kolers made a motion that the section on living wages insist that no part-time faculty member should earn less than \$6.076 per course. This motion was also defeated.

Debate continued until 3:15 PM, focused largely on whether this document should focus solely on the tenured and tenure-track faculty or if it should address salary equity issues for all persons teaching in the College. At 3:15, Dr. Gibson asked the Faculty Assembly to vote to extend the meeting time by ten minutes. The Faculty Assembly voted unanimously to continue discussion. At 3:25 PM, the Faculty Assembly no longer had a quorum, so discussion of the first motion was tabled to be resumed at the February 19th meeting.

The Faculty Assembly was adjourned at 3:25 PM.

MEMORANDUM

TO: Kimberly Kempf-Leonard, Dean of Arts & Sciences
A&S Committee on Committees

FROM: Faculty of the College of Arts & Sciences

DATE: January 22, 2016

RE: Recommendation to establish a standing A&S Faculty Salary Committee

The faculty of the College of Arts & Sciences recommends the establishment of a standing A&S Faculty Salary Committee. A list of candidates will be prepared for the spring 2016 elections and service will begin in the fall of 2016.

Functions and Procedures

1. The Faculty Salary Committee will be primarily responsible for monitoring the current state of faculty salaries in the College, including the salaries of faculty with term appointments and part-time lecturers (PTLs). This includes tracking salaries relative to benchmarks and market, as well as reviewing salary equity by gender and ethnicity.
2. To work alongside the Dean and other College committees to prepare annual reports on faculty salaries.
3. To make recommendations for addressing salary inequity where it occurs.

Structure

4. Consists of six faculty members (two from each division and excluding chairpersons), one representative from the A&S part-time faculty, and one representative from the A&S term faculty, all to be elected by the faculty as a whole. ~~and three representatives from the A&S part-time faculty, one from each division and one representative from the Arts and Sciences Staff Association.~~

2. Faculty members serve staggered three-year terms. The Chair of the Committee for the following academic year will be elected at the April meeting from among the representatives who will be continuing on the Committee.