

A&S FACULTY ASSEMBLY AGENDA
1 December 2023, 2:00 p.m.
Strickler 102 + MS TEAMS

Guests:

UG Representative (President of A&S): Rebekah Flowers

Graduate Representative Alexanria "Ali" Underwood (not present)

1. Approval of [minutes of November17:](#)
 - a. Moved by David Anderson,
 - i. Seconded by Claire Sullivan
 - b. Approved 96%
 - c. MOTION CARRIES

2. [Approval of December graduates:](#)
 - a. Moved by David Anderson
 - i. Seconded by Claire Sullivan
 - b. Approved 100%
 - c. MOTION CARRIES

3. A&S Faculty Salary Study Survey, with resolutions for Faculty Assembly consideration (Michael Cunningham and Natalie Polzer)

HIGHLIGHTS

Staff report in the form of recommendations, not full report

- Staff below 80% of median receive raise to equal 80%
- Hired during 2013-2017 brought up to median
- 10+ years of service brought up to 110%
- Using general fund

Faculty input requested via survey about the sampling methodology—

- Want to know salaries as early as possible
- Want full transparency and access to all data collected
- UofL should be benchmarked against most comparable schools (19)
- More than 2% below median should be considered for equity increases.
- 6+ years brought up to median, 10+ years brought up to 110%, more than 10 should gain an additional 1%/year
- Merit should reflect all accomplishments—including pay increases for years when merit increases were not available

Recommendations

- Faculty should receive information about individual raises as soon as possible
- Create a new A&S Salary Adjudication Committee

- A&S faculty salary benchmarks will be compared to 19 comparable universities in the Segal sample.
- More than 2% below median should be considered for equity increases.
 - 6+ years brought up to median
 - 10+ years brought up to 110%
 - More than 10 should gain an additional 1%/year
- Merits will be determined retroactively and cumulatively

Recommendations and responses are reflective of the opinions of the survey respondents, not the committee members.

For full information, such as sampling methodologies, please see attached powerpoint.

Further discussion will continue during the January Faculty Assembly

4. Announcements/New business

- a. Siobhan Smith-Jones has agreed to run for chair of Faculty Assembly.
 - i. Moved by Michael Cunningham, seconded by Pam Beattie, vote was conducted verbally and was unanimously approved.
- b. Natalie Polzer moves to create an ad hoc committee to address general UofL compensation not tied to the numeric salary number and create policy for non-monetary compensation. Alternative benefits for faculty that are low cost but high impact for boosting morale. Will report back in February to the Faculty Assembly, and reported out at the end of April.
 1. Seconded by Michael Cunningham
 2. Amended by Sheila Owolabi to create an in person report to the dean at the end of April.
 - ii. Do we already have these policies in various places? Redbook, FMLA, provost's office, and others. Is a committee necessary?
 - iii. Additional resources can be found here:
 1. Louisville.edu/policies
 2. <https://louisville.edu/provost/redbook/>
 - iv. Support due to the lack of transparency, communication, and adherence to the official policies.
 - v. Perhaps a gap analysis instead of policy creation
 - vi. Need to be strategic in how we communicate our goals and findings to the dean and above
 - vii. Approve 52
 - viii. Reject 5
 - ix. Abstain 6
 - x. MOTION CARRIES
- c. Happy HOLIDAYS!

5. Adjournment

- a. David Anderson
- b. Michael Cunningham
- c. MOTION CARRIES

