

Executive Committee (XC) Report to the University of Louisville Faculty Senate

December 13, 2023

Meeting(s) Summary

The faculty senate executive committee met once in December (Wednesday, 12.13) during our regularly scheduled meeting time from 3:00-5:00 PM. The December 20, 2023, meeting was canceled due to the university holiday break. The meeting minutes from November 15, 2023, were unanimously approved. At the meeting, the executive committee reports and standing committee reports were presented as information, the details are printed in the meeting minutes. One motion was made, seconded, and unanimously passed at the XC as reported below. Currently, there are no committee action items.

Discussion Items & Guest Reports:

There were no guest reports. Dr. Eugene Mueller, Faculty Senate Chair, presented one discussion items for the executive committee to consider for action:

1. Merit Raises and the Backlog of Accomplishments. Chair Mueller asked the executive committee to consider how to deal with the backlog of merit raises after the faculty compensation study is completed, if at all. After an informative and meaningful discussion, the executive committee unanimously agreed that the backlog of merit evaluations should be considered with the following motion made by Mueller and seconded by Senator Amy Acklin to be presented to the administration:

Calling for the administration to resume funding the faculty merit pay pool, in addition to the cost-of-living increases, per the minimum guidelines in the **Redbook Chap. 4, Section III.B.** [<https://louisville.edu/provost/redbook/chap4.html#minimum>]” NOTE: The full section is too long to copy here.

In addition, senators recommended two approaches: (1) gather data from benchmark schools to compare ideas or ready solutions or (2) allow independent process within units to address the backlog. The XC agreed that the issue with the latter has to do with merit inflations given the absence of merit pay. Units are not uniform in ranking nor in how they evaluated or calculated merit over the past few years, which leads to disparity and inequity. It was stated that merit pay is an “I.O.U.” from the university and should be honored. Also, there was unanimous agreement that part-time faculty should be included in any merit raises and conversations going forward. Other suggestions were to create a special merit pool and use the 3-year window as outlines in the minimum guidelines in the Redbook, as mentioned and linked above.

Respectfully submitted,

Dr. Sherri L. Wallace, Vice Chair