

Faculty Meeting Minutes

November 28, 2012, 2PM

Donahue Auditorium

I. Announcements:

- Candidates are needed to fill slots for faculty council. The ballot contains a proposed amendment to the Faculty Handbook on Health Benefits for Retirees and Faculty Terminated due to Financial Exigency. In order to pass, this proposal requires votes to approve from a majority of faculty who are eligible to vote. The faculty is urged to vote in this upcoming election and to nominate themselves or others to fill these vacancies.
- Watch for upcoming open hearings on the new curriculum proposal. All members of the faculty are encouraged to participate in this important process. One open hearing will be held before break; the rest will be held during the spring semester.

II. Handbook Committee Report on proposed Faculty Handbook amendment on Health Benefits for Retirees and Faculty Terminated due to Financial Exigency:

Bob Kolesar (MT) gave a brief history on the proposed amendment, which has been created to address a change of wording in the health benefits book made without alerting the faculty. Last spring, the faculty voted to approve the change after the fact. This proposed amendment makes past practice consistent with the handbook. The proposal needs a majority of all eligible faculty members to pass. The Handbook Committee overwhelmingly supports the passage of this proposed amendment. John Day, the Provost, also stated that the passage of this amendment is important in order to continue resolving several unannounced changes in the benefits book, in order to make them consistent with the handbook. This proposal will go out to a vote before the end of the semester.

III. Compensation Committee Annual Report:

Marc Kirschenbaum, the chair of the Faculty Compensation Committee, reported to the faculty on the state of faculty compensation at John Carroll University, and any improvements and changes made in the past year. He thanked all the academic departments who set aside time during their meeting for representatives of the Committee to listen to their concerns and take notes. Just about every department expressed worry about the continuing quality in general. Four broad areas of concern seemed widespread.

1. Faculty Governance and Issues with the Administration, including the perception of too many administrators relative to this university's size. Many departments remarked upon the lack of trust between faculty and administrators at JCU. It was also asked how JCU will continue in quality

with the increased use of clinical faculty who are full-time yet untenured. Other departments expressed concern about a lack of faculty input in admission policies. There was also a desire to separate faculty compensation from enrollment numbers in any given year.

2. General Work Concerns: There is a concern that the faculty are not sufficiently rewarded for work that they do. Teaching is not rewarded sufficiently, nor is advising. In addition, several faculty expressed disappointment that the graduate program is stagnating in terms of enrollment and a concern about the quality of graduate programs.
3. Pay: All departments denounced the staff salary freeze as very bad for the university. There is also a concern that the increased use of part-time instructors will lead to a decreased academic quality at the university. Several stated that that it is not reasonable to expect the faculty to keep doing more. The amounts of faculty raises are not sufficient if the workload has been increased, and recently faculty members have felt close to the limit in maintaining quality at the university given their workload and compensation.
4. Total Compensation: While some progress has been made in keeping most faculty salaries at reasonable CUPA levels, the often-stated desire to raise most JCU faculty to around 50% of CUPA levels is not sufficient to be competitive with other universities. Faculty members would like an increased contribution from the university into retirement accounts. Also, faculty stated that cost-of-living increases are essential so that faculty salaries don't fall behind; merit salaries are not enough.

Mark showed a series of graphs to present how faculty compensation either made goals, improved or stayed the same in the past year. The goals for this year are the following:

1. Salary Goals—the committee continues to urge the use of individual salaries instead of department averages to measure CUPA levels. Time in rank, merit, but also market/equity and cost-of-living raises should be used in compensation decisions, with faculty who have simply met, but not exceeded, expectations receiving a cost-of-living increase. Marc expressed a disappointment that the committee has been denied data on how long and how much money it would take to get individual faculty up to reasonable CUPA levels.
2. Benefits Goals—The committee continues to examine unannounced changes in the faculty benefits books, in such areas as disability, and contraception and abortion health insurance coverage. The 403b Loan proposal continues to be discussed, along with proposed increases in the university's contribution to faculty retirement accounts and the administration's desire to bring new faculty into conformity with the life insurance coverage held by the rest of the university workers.
3. Make the faculty a higher priority—there is a pervasive sense that faculty come last in university budget priorities. Marc expressed disappointment that the disability data that the compensation committee and the HR office have do not

match. He handed out a list of the committee's unfulfilled requests for information and data, along with a list of principles of faculty compensation.

Questions:

1. In response to a question concerning how the current number of faculty used in the report compares to the number of faculty in 1999, Marc answered that the number of 170 full-time faculty does not include the librarians, nor those on leave, retirements, and those new faculty who had not yet signed their contracts.
2. In response to a question as to how large the deficit is this year, Marc answered that it was his understanding that there is a deficit built into this year's budget. For the last several years, the deficit has been factored into the budget, and the university's gotten close to balancing the budget. However, some of those factors, such as a warmer winter with reduced heating costs, are not necessarily easy to control. This year, getting to a balanced budget may be more challenging. In response to a follow-up question concerning how large the budget deficit is this year, John Day responded that he would defer to Rich Mauser to give a more detailed answer, but that he hasn't shared that information publicly.. Day also stated that the Board approved the budget with the deficit in order to give faculty, administrators and staff raises, When asked if there is an expectation for raises this year, Marc further stated that the compensation committee felt that faculty compensation should be a fundamental concern, not just a possibility from year to year depending on the budget—it should not be grouped with other expenses. Marc also stated that it was his belief that Rich Mauser would like to make improvements to faculty retirement benefits.
Marc repeated that the main concern he and other committee representatives heard from faculty was a belief that JCU quality has been slipping. To keep faculty, you need a good compensation package.
The committee was applauded for their hard work.

IV. Elections Committee Report

Tom Short, Chair, announced after some discussion, that the vote on the handbook amendment would include elections to fill some vacancies on faculty committees. The election opens at noon on Friday, November 30, and the ballots will be sent electronically at that time. Nominations will be open until 5PM tomorrow, November 29. Ann Kugler asked that faculty please vote for the handbook amendment and that they think about nominating themselves or others for the vacancies.

V. New Business

John Spencer wanted to know why the faculty are not being told the amount of deficit, and reiterated the need for faculty to know the amount of deficit in the interest of transparency.

The meeting was adjourned at 3:41PM.

Minutes prepared by Karen Gygli, Faculty Council Secretary