

April 24, 2023

Faculty Senate Meeting with President Oldham

Via TEAMS: Seames, Loftis, Scott Smith, Comer, Turner, Park, Manginelli, Mullen, Liu, Isbell, Fennewald, Meadows, Weathers, Hutson, Lee, Upole, Craven, Smith-Andrews, Null, Hajdik, Winkle, Langford, Alley, O'Connor, Mills, Hermann-Turner, Pickering, Sisk, Hasan, Ojo, Rand, Brachey, Crockett, Adams, Troy Smith, Fornehed, Howard, Rajabali, Shipley

Guests: President Oldham, April 24, 2023, President Maxwell for a brief business meeting before President

Oldham joined.

Motion to approve minutes of Nov 21, 28, Jan 22, Feb 6, Feb 27, March 6, March 27, and April 10, seconded. No discussion. Motion passed.

Senators raised some questions about policies and Policy Central to be carried into the next business year.

President Maxwell welcomed President Oldham and Chief Ray to the meeting and turned the meeting over.

Question:

What is the timeline for potential change/reorganization of the Office of Planning and Finance?

Answer:

There is no timeline. We are in a holding pattern considering how we can do it financially. This will be a costly reorganization. Supportive in principle. The compensation study is my focus right now.

Question:

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Answer:

The board approved 3 of the 5% salary pool distributed July 1st. Hold the remaining 2% until Jan 1st. The compensation study should be in by October. And hope to apply the rest to whatever priorities become apparent at that time.

The board approved a one-time bonus of approximately \$650 effective July for all employees.

Question:

Salary study...further questions...Will the implementation after October come from Mercer or the campus committee?

Answer:

The committee was formed to assist Mercer. Mercer should provide an analysis of compensation and working classifications on campus along with recommendations they chose to make about corrective actions. Their report will be reviewed - look at gaps in salaries by classifications and other that needs to be addressed and try to put a price tag on corrective action along with an initial look at prioritization. We will need to do that kind of analysis. The Faculty Senate can weigh in as well as working with the Board of Trustees. Hope to be able to make a recommendation to the Board by the December meeting.

Question:

Is there a way some of this can be implemented earlier? NSF grant paying grad student.1.008 Tw 0.10..008ringinpabernm

Comment:

As we grow, it would help for the Provost to loosen restrictions on overloads. The hiring process takes a long time. We can help in a more expedited way.

Question:

What do you think is the biggest pain point for the faculty?

Answer:

What I have heard and understand, is the increased pressure of operating budgets at the departmental level. Still trying to function with insufficient operating budgets. I am trying to put a priority on that.

Question:

As enrollment grows, how do we accommodate that?

Answer:

We are still 1000 students below where we were. We had a 22/1 ratio, now it's 18/1. That is not evenly distributed across campus. We have the capacity for a 20% increase. We are attempting to build a campus to accommodate 15,000 students. It will take a decade to get there. It comes down again to communication to identify the issues as we grow.

Question: