

Faculty Senate Meeting with the President
March 4, 2024
via TEAMS

Members Present:

Michael Allen, Sean Alley, Megan Atkinson, Steve Canfield, Melissa Comer, Kris Craven, Mark Creter, April Crockett, Andrew Donadio, Dennis Fennewald, Mary Lou Fornehed, Steve Frye, Syed Hasan, Samantha Hutson, Krystal Kennedy, Christy Killman, Matthew Langford, Jane Liu, Mark Loftis, Jeannette Luna, Jennifer Mabry, Twanelle Majors, Ann Manginelli, Lori Maxwell, Holly Mills, Wendy Mullen, Michael Nattrass, Linda Null, Brian O'Connor, Joseph Ojo, Hyewon Park, Mustafa Rajabali, Christopher Reardon, Steven Seiler, Scott Smith, Troy Smith, Sandi Smith, Andrews, Amber Spear, Leslie Suters, Kyle Turner, Hannah Upchurch, Brenda Wilson, Kimberly Winkle

Members Absent:

Teddy Burch, Scott Christen, Yun Ding, Richard Le Borne, Richard Reed, Ann Shipley, Lenly Weathers

Guests Present:

Lee Wray

Senate President-elect Rajabali called the meeting to order at 5:30pm.

Remarks by President Oldham regarding the completed Mercer Salary Study

The President outlined the basic information received 2 (ne)4-. 0 Tw 17.82 0 Td [(r)3 (e)-6 (c)4 (o)-10 (b)7 (d)1. The first round will impact roughly 75% of faculty and staff. The second round of money will likely go toward professional and support staff, with the third round of money amount likely impacting support staff. The departments/colleges most impacted by the first round will include Nursing, Fine Arts, Interdisciplinary Studies, Arts & Sciences, and the College of Business. All of this information is tentative and subject to change, and will be updated and expected to be available later. The university is devising a way to address the findings of the study, the classification changes, and the proposed plan to meet the needs of the employees should look for this information soon.

Generally, Senators were pleased and in agreement with the proposed plan. Most favor a focus on support staff as the highest priority. Others were concerned with salary inversions, though some may be taken care of with adjustments. Some were also concerned that the 3% salary pool this summer would not be used solely to work on market adjustments, but President Oldham does not favor abandoning merit entirely.

In unrelated topics President Oldham shared the good news that we had surpassed \$40 million in research awards.

The meeting was adjourned at 4:12 p.m.

Approved: 03/25/2024