

EAST CAROLINA UNIVERSITY
2004-2005 FACULTY SENATE

The third regular meeting of the 2004-2005 Faculty Senate will be held on Tuesday, November 9, 2004, at 2:10 in the Mendenhall Student Center Great Room.

FULL AGENDA

- I. Call to Order
- II. Approval of Minutes

October 12, 2004
- III. Special Order of the Day
 - A. Roll Call
 - B. Announcements
 - C. Steve Ballard, Chancellor
 - D. Mike Lewis, Vice Chancellor for Health Sciences
 - E. Catherine Rigsby, Chair of the Faculty
 - F. Approval of the Fall 2004 Graduation Roster, including honors program graduates.
 - G. Brenda Killingsworth, Faculty Assembly Delegate
Report on the November 5, 2004, Faculty Assembly meeting.
 - H. Question Period
- IV. Unfinished Business
- V. Report of Committees
 - A. University Curriculum Committee, Tim Hudson
Curriculum matters contained in the minutes of the October 14, 2004, and October 28, 2004, Committee Meetings.
 - B. Continuing and Career Education Committee, Bruce Southard
Proposed addendum to the Fall 2004 Student Opinion of Instruction Survey (attachment 1).

- C. Committee on Committees, Henry Ferrell
Nomination of alternate members to the Faculty Grievance Committee, Grievance Board, and Hearing Committee (attachment 2).
- D. Educational Policies and Planning Committee, Charles Hodson
For information only:
 - 1. Request for Authorization to Establish a new BA degree in Geology.
 - 2. Notification of Intent to Plan a new minor in Indigenous Peoples of the Americas.
 - 3. Changes in the MS degrees in Industrial Technology and Occupational Safety.
- E. Faculty Welfare Committee, David Lawrence
Preliminary Faculty Salary Report (attachment 3).

VI. New Business

CONTINUING AND CAREER EDUCATION COMMITTEE REPORT

Proposed addendum to the Fall 2004 Student Opinion of Instruction Survey

The addendum would read as follows:

“As you evaluate this course, please concentrate solely on the performance of the instructor and NOT on any technological problems experienced during the semester. Course delivery and/or network access technologies are NOT controlled by the instructor; as such, failures like those experienced with Blackboard and/or network outage should NOT influence your assessment of the instructor.”

COMMITTEE ON COMMITTEES REPORT

Nominee for one Alternate position on the Faculty Grievance Committee

John Cope, Department of Psychology

REGULAR MEMBERS (with vote)

Name	Academic / Administrative Area	Term
Myra Brown	Allied Health Sciences - Associate	2005
Michael Schinasi	Foreign Languages - Associate	2005
Cathy Hall	Psychology - Professor	2005
Sudesh Kataria	Medicine – Professor	2006
Henry Ferrell	History - Professor	2006
Bob Morrison	Chemistry - Professor	2006
Gene Hughes	Business - Professor	2007
Hanna Jubran	Art and Design – Associate	2007

ALTERNATE MEMBERS (with vote)

Name	Academic / Administrative Area	Term
open		2005
Steven Mark	Education - Assistant	2007

EX-OFFICIO MEMBER (with vote)

Name	Academic / Administrative Area
Catherine Rigsby	Chair of the Faculty - Geology

Attachment 2. (continued)

Nominee for one Alternate position on the Grievance Board

Susan McCammon, Department of Psychology

REGULAR MEMBERS (with vote)

Name	Academic / Administrative Area	Term
Marcela Ruiz-Funes	Foreign Languages & Literatures	2005
Andrew Stuart	Allied Health Sciences	2005
Tim Hudson	Mathematics	2005
Mary Kirkpatrick	Nursing	2005
Jonathan Wacker	Music	2006
Punam Madhok	Art and Design	2006
Kathleen Treole Cox	Allied Health Sciences	2006

ALTERNATE MEMBERS (with vote)

Name	Academic / Administrative Area	Term
open		2005
Maury York	Academic Library Services	2005
Jeff Phipps	Theatre and Dance	2006
Judy Bernhardt	Nursing	2006
Angela Thompson	History	2006

Attachment 2. (continued)

Nominee for one Alternate position on the Hearing Committee

Kevin Moll, School of Music

REGULAR MEMBERS (with vote)

Name	Academic / Administrative Area	Term
Jack Karns	Business	2005
Boni Boswell	Health and Human Performance	2005
Beth Winstead	Academic Library Services	2006
Worth Worthington	Medicine	2007
Greg Lapicki	Physics	2007

ALTERNATE MEMBERS (with vote)

Name	Academic / Administrative Area	Term
open		2005
Saeed Dar	Medicine	2005
Beth Velde	Allied Health Sciences	2006
Richard Mauger	Geology	2006
K. Gopalakrishnan	Technology and Computer Science	2007

FACULTY WELFARE COMMITTEE REPORT
Preliminary Faculty Salary Report

In response to Faculty Senate Resolution #04-10, Resolution on the Status of Faculty Salaries, Rick Niswander, Chair of Faculty, requested on March 11, 2004 that the Faculty Welfare Committee study sources of inequity, the extent of salary compression, promotional salary increase practices, and provide recommendations for the redress of inequities or problems.

Before discussing a measure of salary compression at ECU, we would like to cite "Principles of Salary Adjustments," July 11, 2003 from Gretchen Bataille, Senior Vice President for Academic Affairs, UNC OP:

"Campuses must have a plan that allocates fundsto bring classes of faculty within the four ranks to market levels. For example, some campuses provide increases to recognize promotions and to maintain salary differentials among faculty ranks. Plans for salary adjustments must address a broad range of problems; salaries below external market value; salaries below internal market value; inequities resulting from the lack of reward for meritorious performance for several years; **salary compression and inversion**; and inequities that may exist for individuals or entire groups.

Variables to Consider in Salary Adjustment

- A. Salary Inversion: Over time and with the addition of new assistant professors at market salaries, it cannot be assumed that rank or length of service provide appropriate salary differentials. In recognition of rank and longevity, units need to consider how to restore the hierarchy of salary and rank (always with the recognition of the contributions of merit to disparities that might exist)
- B. Salary Compression: Similar elements that contribute to salary inversion contribute to salary compression where differences between salaries in ranks are minimal. Similar analysis is needed in this area. Consideration might be given to a campus policy that provides a set increase (\$2000-\$4000) for promotion to associate and full professors as a means of maintaining salary differentials among faculty ranks.
- C. Salary Depression: Statistics demonstrate that overall UNC salaries are lower than the 80th percentile of each set of campus peers. Analysis must restore our competitiveness with the external market in recognition of the mobility of our best faculty. The other aspect of salary depression is that we must restore reasonable minimum salaries for all faculty in recognition of the need to provide a respectable salary for a full-time faculty position."

Discussion:

The committee sees no simple way to define salary compression, since ECU seems to have no standard salary differential between the ranks. Salary inversion is far easier to define: When the mean salary for one rank in a unit is higher than the mean salary for the next superior rank, there is inversion. Given the comments made by Bataille, the only way the committee can see to investigate salary compression is to compare mean salaries by unit and rank with the same discipline at public doctorate-granting universities in the US, or the group of peer universities for ECU. ECU also has a few units which have far greater differentials between ranks than the usual for US public doctoral

Attachment 3. (continued)

universities; such cases may be termed **expanded salaries**. The committee also considered two other measures of compression: 1. Cases in which a professor in the lower rank has a salary above a professor in the same department at a higher rank. The committee felt that this was not a useful way of defining compression. 2. Cases in which through time, the mean salary at one rank converges with the salary at another rank in the same unit. The committee has not attempted this, since the data do not seem to be available in a form to make this practical.

Initial Conclusions and Further Committee Plans:

1. Salary compression, inversion, and expansion exist at ECU.
2. No final report can be issued until after salary figures for 2004-2005 can be compared to the Public- Doc standard or the Peer University standard.
3. The committee will survey the deans, in order to find out if there are policies on amounts of salary raises to be given on promotion.
4. The committee will write a proposed resolution for the Faculty Senate to consider. The resolution will request the establishment of a university policy on inversion and compression, and an annual review and report by the Chancellor to the Faculty Senate.

Examples of Inversion, Compression, and Expansion (All salaries are averages, 2003-2004 Comparisons)

1. Inversion				
	ECU Example Dept. A.	Public Doc. Univ. (same kind as A)	ECU minus Pub Doc	OP Peer Univ. (same kind as A)
Full Prof.	83,010	102,082	-19,072	90,022
Assoc. Prof.	65,549	73,091	-7,542	67,680
Ass't. Prof.	66,609	65,636	973	55,843
New Ass't.	71,000	65,969	5,031	
2. Compression				
	ECU Example Dept. B	Public Doc. Univ. (same kind as B)	ECU minus Pub Doc	OP Peer Univ. (same kind as B)
Full Prof.	69,782	89,056	-19,274	75,127
Assoc. Prof.	55,409	61,773	-6,364	59,573
Ass't. Prof.	49,479	50,257	-778	45,168
New Ass't.	50,125	49,998	127	43,978
Instructor	51,410	38,224	13,186	32,721
3. Expansion				
	ECU Example Dept. C	Public Doc. Univ. (same kind as C)	ECU minus Pub Doc	OP Peer Univ. (same kind as C)
Full Prof.	87,877	75,802	12,075	67,476
Assoc. Prof.	62,501	58,906	3,595	54,585
Ass't. Prof.	47,540	48,789	-1,249	46,459
New Ass't.	50,000	48,119	1,881	44,679