

Lee, Lori

From: Killingsworth, Brenda
Sent: Tuesday, September 07, 2010 10:14 AM
To: Lee, Lori; Walker, Marianna
Subject: FW: Final Report from the Faculty Salary Study Committee
Attachments: 2009-10 Full-Time Faculty Salary Reports - Faculty Senate.pdf; April 2010 Report from Faculty Salary Study Group to Faculty Senate - V.1..rtf

Importance: High

From: Cook, Ruth Ann
Sent: Monday, September 06, 2010 7:42 PM
To: Ballard, Steve
Cc: DuBose, Katrina; Gavin, Timothy P; Killingsworth, Brenda; Peery, Annette; Yan, Laura; Sheerer, Marilyn; Horns, Phyllis
Subject: Final Report from the Faculty Salary Study Committee
Importance: High

Good evening, Chancellor Ballard.

On behalf of the Faculty Salary Study Committee, which you appointed in January 2010 in response to Faculty Senate Resolution #05-35 regarding faculty salary practices, we submit the attached report for your consideration. As indicated in the attached memorandum, the report was submitted to Faculty Chair, Marianna Walker, on April 15. It also was presented at the April 22 meeting of the deans only for their review and discussion. Over the summer, the deans each reviewed their rosters and the attached 2009-10 Full-Time Faculty Salary Reports represent their respective reviews/revisions. Although the reports are lengthy, the committee believes they fulfill FS Resolution #05-35 as enumerated in the April 2010 memorandum to Dr. Walker. If you agree, the Committee recommends these reports be run annually, be vetted through the deans, and then be posted on a SharePoint site for access by all faculty to allow for individual calculations and observations. In addition, we anticipate these data also will be used in the annual salary increase process to identify significant salary imbalances, salary compression/inversion, and to provide guidance to the deans in recommending increases for those salary who are below the 80th percentile of our peers.

Thank you for your consideration. If you have any questions regarding the Committee's report, please feel free to contact any of the members of the Committee.

Respectfully submitted,
Ruth Ann Cook on behalf of:
Katrina DuBose, Chair, Faculty Welfare Committee
Tim Gavin, Immediate Past Chair, Faculty Senate Budget Committee
Brenda Killingsworth, Faculty Senate Officer
Annette Peery, Member, Faculty Welfare Committee
Laura Yan, IPAR Staff

Lee, Lori

From: Killingsworth, Brenda
Sent: Tuesday, September 07, 2010 10:16 AM
To: Lee, Lori; Walker, Marianna
Subject: FW: September Faculty Senate Agenda

From: Cook, Ruth Ann
Sent: Monday, September 06, 2010 8:13 PM
To: DuBose, Katrina; Gavin, Timothy P; Killingsworth, Brenda; Peery, Annette; Yan, Laura
Subject: RE: September Faculty Senate Agenda

All,

Thank you for alerting me to the fact that our report is scheduled to be on tomorrow's Senate agenda. I will plan to attend and hope each of you also will be able to be present.

Also, I wanted to offer my sincerest apologies for not sending this to the Chancellor sooner. However, in a conversation with Marianna in early June, she indicated she would be asking the Senate to send this back to the Welfare Committee for additional clarification to FS Resolution #05-35. Since it appears that the Senate either will offer another resolution or will send the original resolution back for further study and consideration by Welfare, I was reluctant to send our report to the Chancellor. After a lot of deliberating with myself about the amount of time and effort that had gone into the Committee's report, I decided to go ahead and send it to the Chancellor.

As you know, after submission of the original report to the Senate back in April, Lori Lee sent an email on May 18 in which she indicated, "Since it was discussed among the Academic Deans and Directors last Thursday with no direction on how to handle the information, we have asked those who have inquired direction from us to wait until the above issues are addressed before distributing to colleagues for discussion." I requested feedback as to who had been calling so that we, as a committee, might be given an opportunity to respond. However, we did not get a response to our request for this additional information; but after talking with the deans, none indicated they had been in touch with the Senate Office and were in the process of reviewing the rosters that Laura had distributed and did not think the information was distributed without direction. So I'm somewhat at a loss as to exactly who contacted the Senate Office or exactly what the questions were.

Although I don't know what the outcome of tomorrow's meeting will be, from a personal perspective, the Committee did a great job and, I believe, met both the letter and the spirit of the Resolution we were asked to address. Thanks to each of you again for the time and effort you put forth in complying with the Chancellor's charge!!

On another note, early in our meetings, we discussed the possibility of the Committee also reviewing the Supplemental Pay Policy for Faculty and making some recommendations to the EPA Personnel Policies Committee. If you are still willing to assist in the review of this Policy, please let me know and also provide some suggested meeting dates/times so we can schedule an initial meeting and talk about next steps.

Again, my thanks and appreciation!!
Ruth Ann

From: Walker, Marianna
Sent: Friday, September 03, 2010 12:57 PM
To: Peery, Annette

Cc: DuBose, Katrina; Lee, Lori; Gavin, Timothy P; Yan, Laura; Cook, Ruth Ann
Subject: Re: September Faculty Senate Agenda

Great. We will grant Annette Perry and Ruth Ann Cook will have speaking privileges.

Thanks,

Marianna

Sent from my iPad

Marianna Walker, Ph.D.
Chair of the Faculty
Associate Professor
Bremer Distinguished Scholar
Dept. of Communication Sciences & Disorders
College of Allied Health Sciences
East Carolina University

On Sep 3, 2010, at 10:29 AM, "Peery, Annette" <PEERYA@ecu.edu> wrote:

I think that sounds reasonable and if only one more person may have speaking privileges, I would say that should be Ruth Ann. Thanks!

Annette

Sent from my U.S. Cellular BlackBerry® smartphone

From: "DuBose, Katrina" <DUBOSEK@ecu.edu>
Date: Fri, 3 Sep 2010 10:09:21 -0400
To: Walker, Marianna<WALKERM@ecu.edu>; Lee, Lori<LEEL@ecu.edu>
Cc: Peery, Annette<PEERYA@ecu.edu>; Gavin, Timothy P<GAVINT@ecu.edu>; Yan, Laura<YANL@ecu.edu>; Cook, Ruth Ann<COOKRU@ecu.edu>
Subject: RE: September Faculty Senate Agenda

I think Tim is not going to be able to make Faculty Senate and I'm not 100% sure about Laura. So maybe just Annette and Ruth Ann for additional speaking privileges?

Katrina D. DuBose, PhD.

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