

The Drake University Faculty Senate will meet in regular session on
March 14, 2007 in Levitt Hall, Old Main at 3:30 p.m.

1. Call to Order
2. Roll Call
3. Approval of December 2006 minutes
4. Report from President Maxwell

NOTE: If any Senator would like to submit a question for President Maxwell for the meeting, please email that question to President Morrow (richard.morrow@drake.edu) and/or President Maxwell (david.maxwell@drake.edu)

5. Report from Provost Troyer
6. Report from President Morrow
Report from University Benefits Committee, Matt Dore & Vanessa Macro
7. Unfinished Business none known
8. New Business

A) Motion

Budget Committee

LouAnn Simpson

Preamble: The Faculty Senate Budget Committee wishes to recognize the University Cabinet and the Board of Trustees for undertaking the ongoing salary initiative. During the past 5 years, the University has made significant advances in improving the salaries and benefits of Drake employees.

In the interest of successfully completing the salary and compensation initiatives, the Faculty Senate Budget Committee recommends the following:

1. That senior Drake University officers define the precise objectives and annual benchmarks of the salary and compensation project.

Does Drake target the 40th percentile or median when compared to other institutions? Does this percentile goal increase when Drake salaries are benchmarked against peer institutions?

Is the 40th percentile or median salary range a minimum, across-the-board objective for all faculty or is it a targeted average of the salaries of top performers and everyone else?

2. That senior Drake University officers establish a timeline for the ongoing salary and compensation plan that projects its successful completion. Such a timeline will allow for improved financial planning for both the university and individual faculty and staff members.

In the interest of upholding the principles of shared governance, transparency, and evidence-based decision-making in our strategic planning, the Faculty Senate Budget Committee recommends that the following data be reported to the President, Provost, Vice President of Finance, Board of Trustees, and Faculty Senate by March 1 every year.

1. AAUP and CUPA salary data that compares Drake faculty and staff salaries with those of other institutions in the same fiscal year, *including the current fiscal year*. Such year-to-year comparisons will yield an accurate and updated appraisal of where Drake ranks against its designated peer institutions and where the university stands in its annual progress toward the 40th percentile or median when compared nationally.

2. Salary data that compares all faculty members from each college and school who have reached the 40th percentile or median.

3. Salary data that compares by rank all faculty members from each college and school who have reached the 40th percentile or median.

4. Salary data that compares by gender all faculty members from each college and school who have reached the 40th percentile or median.

5. Salary data that compares by race and ethnicity all faculty members who have reached the 40th percentile or median.

B) Motion Establish Spring Break for 2008 as March 17-21

Matt Dore

9. Adjournment