

Minutes of the Faculty Senate meeting

March 14, 2007

The regular meeting of the 2006-2007 Faculty Senate was called to order at 3:30 p.m. by President Rick Morrow. The following senators were present for all or part of the meeting. Alexander, Cairns, Conley, Courard-Hauri, DeLaet, Dore, Lindbeck, Lyons, Morrow, Nelson, Reed, Richardson, Saylor, Simpson, Spaulding-Kruse, Vitha, Younger

Absent: Bartschat, Larson, Torry, Wisniewski

The December 2006 minutes were accepted.

President Maxwell Report

-- After giving a brief seven year history of the Des Moines Education Collaborative, President Maxwell indicated that there will be some changes in the near future. The downtown center will not have the same focus. He did not give details but stressed that Drake will continue to be involved but not at that site.

--Also, for informational purposes he wanted the Senate to be aware of certain policy concerns with funding for the All Iowa Opportunity Grants which were a part of Governor Culver's campaign. The issue of whether or not these grants will be available to the Regents institutions only is the concern. Students at private institutions are not included in the student's choice at this point. Currently in the Iowa Legislature lobbying is being done to include the private institutions.

Provost Troyer Report

--Various international student issues were greatly discussed after September 2001. Lately the number of international applicants is the highest which we have had and thus might become a record enrollment. Provost Troyer reminded the body that one of Drake's strategies was to go into the international market. Also Gretchen Olson reports that there are twice the number of students who are applying to study abroad for the Fall 2007 semester.

--The 07-08 open faculty lines are being filled with very good candidates. He complimented the hard work of the many faculty search committees.

-- Currently 18 graduates are teaching in China and 30 have applied to begin this summer.

-- There is interest from international institutions to begin exchanges with Drake. This is exciting but we must be cautious and through with each opportunity.

- Drake has an Emergency Response Plan and it calls for us to be prepared to 'test' our knowledge of what to do in case of bad weather. After Spring Break, there will be announcements and every person, faculty and staff; will be encouraged to read the information carefully.

Senator Nelson asked if there are plans for a campus wide tornado drill. Provost Troyer replied that the Deans Council has discussed having such a drill. Insurance company representatives will be doing an audit of the campus buildings to determine which ones should be considered as appropriate shelters.

Senator Spaulding-Kruse asked if there are institutions around the world which Drake would not sign an agreement with. The reply was yes. Several institutional traits which the President and Provost first consider when an exchange is suggested include: sound academic reputations, economic well being, and associations with oppressive government practices.

President Morrow Report

-- In his role as presiding officer, he has limited his comments on various topics, but did speak in favor of the Budget motion on today's agenda. He commented that this motion is designed to not be against the administration or against the current budget process. It is simply to seek information of how well the institution is maintaining its commitment to faculty salaries.

Senator Dore presented information from the University Benefits Committee, UBC, which he currently chairs. The Open Enrollment period begins on April 1st. The UBC worked with an outside consultant, for a flat fee, who did not have any direct interest in any particular plan. Ms. Vanessa Macro, Director of Human Resources, was present to answer questions.

The current plan administrator, First Administrator, came out well in the competitive bidding, which is good. The health plans are being consolidated but will not have real content changes. A person will make the out of network or in-network choice at the point of need rather than making just one overall decision.

Several informational sessions are being planned for April for interested employees.

Unfinished Business None presented

New Business

Senator Simpson moved and Senator Courard-Hauri seconded motion **07-03**:

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.

Senator Esposito opened the discussion as he is currently the Budget Committee Chair. He indicated that a lot of work went into this motion. He referenced what President Morrow had said, indicating that Drake's current shared governance is something to be proud of. There is a responsibility which we feel to the faculty and the intent is to broaden the circle of information received from central administration.

Senator Esposito continued by giving examples of projects with timetables which are verifiable. The faculty compensation project does not have the same set of stringent guidelines as other projects. He hoped the body would vote in favor of the motion.

President Maxwell expressed his acknowledgment of the importance of faculty salary discussion and it is a strategic goal. He did agree that this project does not have a specific timetable as it is a moving target. This project is benchmarked against the progress of other institutions. He indicated willingness to put together a group to research and measure the status of faculty salaries. There may be value to have an outside person assist with Drake learning and applying best practices to this project. He would also look for this group to prepare a white paper for the Futures Conference this June, so as to include this feature in the whole planning structure.

He continued that he did not argue with what is being requested but desired to plug it into the existing planning process. He reminded the body that the faculty salaries and the project targets are the purview of the Board of Trustees.

Senator DeLaet mentioned that there seemed to be two issues. One issue is the salary data and the method of gathering that data and secondly the projections and timelines issue. Senator Esposito indicated the committee did ask why no clear goals or clear completion dates were made available. He also indicated a general concern for keeping individual identities unknown.

Sue Wright, Institutional Research Director, spoke concerning the motion. She expressed some concern about the March 1st deadline as the benchmarking takes some time. She also indicated that a couple of groups on campus could be presented without compromising the individuals in that group. She further indicated that when the salary benchmarking was first done, it was developed via percentages, especially those groups under the 40%. For the past two years, the benchmarking has been completed off the median.

There was a question as to whether the data requested in the motion could be gathered and supplied. The reply was yes. It was also noted that there was not a reference to staff personnel in the motion. The reply was that the Budget Committee did not believe it was in their purview to review that data. Ms. Macro indicated that the staff compensation project depends most directly on the grade level of the position and the longevity of the person.

There was interest in more discussion of the topic beyond the Budget Committee and willingness to follow President Maxwell's Task Force suggestion.

With a tabling motion including a request for President Maxwell to establish a Task Force, including faculty, to review concerns raised in the motion and debate, the Senate ended discussion of the topic. The motion to table passed.

With a proper motion and vote, the Senate extended the meeting past 5:00 p.m.

Senator Dore moved and Senator DeLaet seconded motion **07-04:**

Establish Spring Break for 2008 as March 17-21

Motion passed without discussion

The Senate adjourned the regular session at 5:05 p.m.
Secretary, Nancy Geiger