

10-11-2017

## Faculty Affairs Committee Minutes of the Academic Senate 2017-10-11

University of Dayton. Faculty Affairs Committee

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Oct 11, 2017

Faculty Affairs Committee (FAC)

Minutes

Present: Andrea Seielstad (Chair), Corinne Daprano, Mary Ellen Dillon, Deo Eustace, Kevin Kelly, Suki Kwon, Laura Leming, Caroline Merithew, Maher Qumsiyeh, Rebecca Wells, Carolyn Phelps (Ex Officio), Paul Vanderburgh (Ex Officio),

1. The minutes of the October 4, 2017 FAC meeting were approved with minor revisions.
2. Discussion of the authority of the Academic Senate and the FAC regarding faculty compensation policy included consideration of the Senate's constitution, AAUP Policy, current guidelines, and practices across Departments. Recognizing that interpretations of documents, guidelines, and practices are diverse, the Committee concluded that the Senate has authority and the FAC can propose policy, guidelines, and/or recommendations. By a show of hands, the Committee decided that, in the best interest of the faculty, investigations and deliberations of a cap on faculty salary will continue.
3. The 100 percent cap on faculty compensation impacts other University and Unit policies and practices, including faculty workload. The same is true of any alternative faculty compensation policies or guidelines. Regardless of the outcome of the Committee's work on this issue, a thorough review of faculty policies, guidelines, and practices influenced by faculty compensation, with revisions as warranted by the review, is recommended.
4. The Committee will continue to gather information in support of its investigation. The following issues are of interest:
  - a. Impact on Lecturers
    - i. Comparison of practices across Departments
    - ii. Disproportionate impact given salary range
  - b. Impact on faculty research and scholarship
  - c. Application to those Departments with four credit hour courses, where faculty carry 9 to 11 hours per term
  - d. Consideration of a higher salary cap, e.g. 110 percent, 120 percent (cap for Federal grants and contracts)
5. Assuming that University, Unit, and Department workload policies specify expectations for the totality of faculty work, discussion turned to the purpose of and rationale for a cap on faculty compensation. Issues raised and discussed include the following:
  - a. Faculty deserve compensation for work beyond responsibilities set forth in workload policies
  - b. Departments should ensure faculty are compensated
  - c. As professionals, faculty work without compensation to fulfill University, Unit, and Department needs, the 100 percent salary cap does not limit the amount of work or the allocation of work performed by faculty

- d. The University has a responsibility to ensure fair compensation (be it salary, course reductions, in-kind compensation, etc.) for all work
6. Questions were raised about the actual impact of 100 percent salary cap guideline on faculty and if there are differences between those on 9-month contracts relative to those on 12-month contracts.
7. In the next meeting, discussion of the 100 percent salary cap will continue. Prior to that, Committee members are asked to review the current guideline and consider revisions, new guidelines, and other alternative approaches. Members are also asked to review last year's FAC report to the Senate, look at policies of other universities, and identify information requirements.

Respectfully submitted by Rebecca Wells