

JOURNAL OF THE FACULTY SENATE
The University of Oklahoma (Norman campus)
Regular session - March 4, 1991 - 3:30 p.m.
Jacobson Hall 102

The Faculty Senate was called to order by Professor Roger R. Rideout, Chair.

PRESENT: Breipohl, Christian, Cozad, Cross, Curtis, Fife, Foote, Gabert, Goodey, Gudmundson, Harper, Havener, Hill, Hilliard, Hopkins, Jaffe, Johnson, Kiacz, Kidd, Knapp, Kuriger, Kutner, Levy, Livesey, Michaelsen, Mouser, J. Nelson, O'Halloran, Paolino, Rideout, St. John, Sankowski, Schnell, J. Smith, P. Smith, Stanhouse, Stoltenberg, Striz, Sullivan, Vehik, Vestal, Wedel, White, Zaman

Provost's office representative: Bystrom, Wadlow
PSA representative: Barth
UOSA representatives: Burgin, Sanger

ABSENT: Ahern, Harm, James, D. Nelson, Salisbury, Swoyer, Tiab, Weaver-Meyers

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APPROVAL OF JOURNAL

The Senate Journal for the regular session of February 11, 1991, was approved.

ANNOUNCEMENTS

The Spring General Faculty meeting will be held Thursday, April 18, 1991, at 3:30 p.m. in room 108 of the Physical Sciences Center. Prof. Rideout asked the Senators to suggest some issues that could be addressed at the meeting.

The faculty awards luncheon is scheduled for Thursday, April 4, 1991, at 11:30 a.m. in the Union ballroom. Invitations will be sent to the faculty in the near future.

Prof. George Cozad (Botany & Microbiology) was elected by the College of Arts and Sciences to complete the 1989-92 term of Prof. Robert Petry (Physics & Astronomy) on the Faculty Senate.

SENATE CHAIR'S REPORT

Prof. Rideout reminded the Senate that a chart was distributed last month that gave salaries for top OU administrators and compared them to national averages published in the Chronicle for Higher Education. Since the last meeting and in response to Arthur Breipohl's request, the Executive Committee compiled average salary comparisons for the faculty by rank and by selected departments based on the Chronicle's 1989 data (see Appendix I). (The 1990-91 data will not be published until April.) Last Wednesday in the monthly meeting with President Van Horn, Jan Jackson, OU's Budget Director, presented an amended comparison which corrected the administrative salaries and the titles from the first chart (see Appendix II). [See discussion below.]

At the President's staff meeting a memo was circulated which indicated that staff hiring over the last three years had increased at a substantially faster rate than faculty hiring. Prof. Rideout asked Theresa Smith, Institutional Research Director, to make certain these figures were accurate. Her data showed that the figures were generally correct. Again, Jan Jackson responded to this information by providing the data in Appendix III. Her explanation is that various administrative offices merely filled vacant slots that have gone unfunded over the last few years. Modest budget increases and reallocations allowed these positions to be filled again. In other words, the increase was in the number of people, not necessarily in the number of positions available. Prof. Rideout called on Ms. Jackson to comment on the information and answer any questions. Ms. Jackson agreed that the only difference in the versions is that the first one that circulated is from the payroll file and only indicates filled positions. The chart that the Budget Office prepared is from the budget file and shows the actual positions that were available over a ten-year period. Prof. Rideout noted that there still are some areas that have increased staff at a greater rate than faculty hiring. Prof. Johnson asked whether the chart would reflect the faculty lines that disappeared under the salary recapture plan. Ms. Jackson answered that it would and that the figures are just for the Educational and General budget.

Prof. Rideout reported that the Oklahoma State Worker's/Communication Worker's of America Union (local 6086 AFL/CIO) is circulating a document that includes the comparison of administrative salaries with the national averages along with a plea to join this union for class action against the administration. Prof. Rideout called the Norman phone number, which is apparently a private residence, and got an answering machine message. He commented that he does not trust organizations that work that way,

particularly when they are asking for bank account numbers and drafting monthly dues from an individual's account. The document calls for a single organization to represent the faculty, staff, and graduate students in collective bargaining. Prof. Rideout commented that he thought we were about a year to two years away from this. He said it appears as though some faculty, staff or graduate assistant initiated it. Prof. Wedel announced that the Oklahoma chapter of the American Association of University Professors would be meeting on Thursday, April 4, and planned to have a panel of speakers from five different areas of concern^{to} the faculty. They also are looking for an individual to speak on behalf of this union so that they can find out more about it. Prof. Cross encouraged the Chair to send a copy of the flyer to the University Legal Counsel. Prof. Rideout noted that he had contacted OSU to see if these efforts were going on at their campus, and they knew nothing about it. When asked whether the solicitation was sent through University mail distribution, two senators reported that they had received theirs at home. Prof. Rideout said he believed the President thought the Senate was behind it and therefore wanted to be sure the Senate got the information that listed accurate salary comparisons and staff hiring. In reality, the Senate had nothing to do with it. "Twice now, President Van Horn has agreed that the Senate's position on faculty salaries is accurate in that administrators are paid at the national average, whereas the faculty are paid about 15% below the national average, that that gap is too great, and that it will be the intent of the administration over the next few years to narrow that gap as much as possible by putting more money and higher percentages into faculty salaries than administrative salaries. This is not a new idea, but one that will continue to appear on campus as the impression continues that salary and benefits are eroding while administrative salaries continue to meet national averages. President Van Horn has insisted that the gap between administrative and faculty salaries will begin to close with this budget year and continue to do so until faculty and administrators are on par."

Prof. Rideout noted that Prof. Vehik and Provost Wadlow have been working on some revisions in the proposed paid leave and disability policy. He asked Prof. Vehik to comment on that. Prof. Vehik said the paid leave proposal would have eroded benefits for faculty. Under the Vehik/Wadlow plan there would be no real change in the present policy for nine-month faculty since faculty really do not take paid leave if they are sick for a short period of time; someone simply covers their courses. There would be an accrual of a certain number of days every year into short-term disability.

Prof. Johnson asked why 12-month, but not 9-month, employees are allowed a maximum accrual that is more than the actual amount they accrue in one year. Prof. Vehik explained that the accrual is divided into two parts: sick leave, which amounts to about twelve days a year, and vacation, which, for 12-month faculty, amounts to 21 days. Those two combined can accrue if employees never take their sick leave or vacation leave. Prof. Johnson said his question was, why are 9-month faculty not allowed to accrue more sick leave than what they get in a year. Assistant Provost Bystrom said the accrual rate for sick leave between 12-month and 9-month employees will be the same: approximately 12 days a year. The difference in what is allowed to accrue for 12-month faculty and staff is vacation; there would not be any vacation leave applied to 9-month faculty. Prof. Vehik added that once 12-month employees accrue a certain amount of paid leave, it will be deposited into short term disability. For 9-month faculty the 12 days will go directly into short-term disability and will accrue there toward credit for TRS or short-term disability, should they actually need that.

Prof. Jaffe asked about credit for long-term service. Prof. Vehik answered that sick leave would accrue at the rate of about twelve days per year, and the initial deposit to short-term disability would be prorated based on the number of years of service. Prof. Jaffe questioned whether 9-month faculty with five or more years of service would still have the 130 days (in the original proposal) deposited into their short-term disability account. Prof. Vehik answered that some of the details are still being discussed but that is one of the numbers being considered. Prof. Jaffe asked whether those who had service in excess of five years would receive a certain number of days in addition to that 130 days. Prof. Vehik said it would be prorated. For instance, someone who had been here six years would have 72 days added on to the 130 days (6 years x 12 days/year). Once these kinds of details are decided, Prof. Vehik will report back to the Senate. Provost Wadlow explained that the basic point is the decision to recognize that 9-month faculty are different from others and to have a policy that will not affect them negatively. Prof. Mouser asked how this would affect disability insurance. If employees do not have enough days in their short-term disability account, the disability insurance should go into effect. Prof. Vehik will check into that.

Prof. Christian asked whether any committee was looking into the question of allowing employees to transfer CREF accumulations to other funds. Prof. Rideout said he would ask the Faculty Compensation Committee.

Prof. Rideout announced that he had received a memo from Michael Thomas, Auxiliary Services Director, stating that the parking operation cannot continue to maintain the progress they have made without rate increases. Mr. Thomas would like the Senate's opinion on two options for future increases: a percentage increase per year based upon the cost of living or a ten dollar increase every third year. The Senate will discuss these options at the next meeting.

Example:

	5% increase each year	\$10 increase every third year
Present rate	\$53	\$53
1991	56	53
1992	59	53
1993	62	63
1994	65	63
1995	68	63
1996	71.50	73

COMMITTEE ON COMMITTEES' SOLICITATION

Prof. Smith reminded the Senate to volunteer or submit nominations for the end-of-the-year vacancies on university and campus committees. In addition, three faculty are needed for the Campus Departmental Review Panel. Nominations are due March 15.

FOCUS ON EXCELLENCE: College of Liberal Studies, by Prof. Jay Smith

"Last month a theme for the Focus on Excellence was that a common characteristic of excellent universities is programs for diversity — diversity of ideas, of opinions, of academic and degree programs, of teaching and research activities and, of course, a diversity of students seeking to learn and faculty seeking to increase the value of knowledge by

sharing it. This month's Focus on Excellence celebrates the 30th Anniversary of an academic program at the University of Oklahoma dedicated to quality education for non-traditional students.

"The College of Liberal Studies, established in 1961, is an academic division of the University developed to provide non-traditional degree programs designed specifically for adult students. It has a "second-to-none" national and international reputation for providing coherent, interdisciplinary, Liberal Arts programs of high quality through innovative formats that serve the needs of non-traditional students. Academic degrees and other programs of the College share the common goal of focusing on the study of issues and the examination of ideas from multiple, inter-related perspectives.

"The College offers four degree options, two at the undergraduate level and two at the graduate level:

The Bachelor of Liberal Studies offers adult students a way to complete their college degree and still keep up with job and/or family obligations. BLS students study issues in the humanities, social sciences, and natural sciences. Through independent study at home and intensive seminars on campus, students complete the program at their own pace. The BLS Upper Division Option is a two-year program which includes core curriculum and contract study for individuals with sixty or more college credits or an associates degree from an accredited institution. A feature that has been a part of the program from its beginning in 1961 for both the BLS and the BLS Upper-Division Option is a concluding, "Studies in Depth" (or capstone) experience.

The Master's of Liberal Studies offers students broad, interdisciplinary learning to complement their established abilities and interests. Students work with faculty advisors to develop an individualized study plan concentrating in one of three areas: humanities, social sciences, or natural sciences. Directed independent study and on-campus seminars complete the self-paced degree. The MLS with Museum Studies Emphasis is an alternative in the MLS program designed for museum professionals which features common museology content plus individualized study based on the student's goals.

"What I think is the most interesting aspect of the College of Liberal Studies is the make-up of its students and its faculty. Students range in age from 25 through 80, with the average age range being 40-45 and over fifty percent of the students being female. The most recent BLS/MLS student survey shows that over 90% of the students work full-time and that 56% of the BLS students and 67% of the MLS students are enrolled in order to "achieve a personal goal" and/or a "desire for more knowledge." The faculty of the college, as represented on the latest faculty listing, total more than 125 University of Oklahoma faculty representing every degree-granting college (and most departments) of the Norman campus and several colleges of the Health Sciences Center campus.

"While time will not permit listing all of the faculty of the University who participate in College of Liberal Studies academic programs, I think it is appropriate to list the one full-time faculty member, Dean Dan A. Davis; the two part-time faculty, L. Dee Fink, the Curriculum Coordinator, and Bedford Vestal, the Faculty Fellow, and the current members of the Executive Committee of the College who provide leadership to the Liberal Studies faculty: Professors Carol Beesley, Art; R.C. Davis, English; Henry

Eisenhart, HPER; Penny Hopkins, Zoology; John Lancaster, Microbiology; Michael Langenbach, Education; Judith Lewis, Women's Studies and History; Nancy Mergler, Honors Program and Psychology; Avi Scherman, Educational Psychology; and Gordon Uno, Botany.

"This academic program at the University of Oklahoma is one which has achieved a national and international reputation for excellence and one which does serve, in a very real way, the non-traditional student. I hope you will join me in wishing the College of Liberal Studies a very happy 30th Anniversary."

PROPOSED SERVICE DESCRIPTION TO REPLACE SECTIONS 3.6.3, 3.6.4 AND 3.6.5 OF THE FACULTY HANDBOOK

Prof. Foote asked if any significant phrases had been added to the service description (see Appendix V). Prof. Rideout answered that the intent was to give greater flexibility to chairs and faculty to negotiate service as a creditable part of a faculty load. Provost Wadlow said she did not think there was a significant phrase. She said the effort to revise the definition was initiated by the Continuing Education & Public Service Council three years ago because of the concern that service is not being recognized by some units. Prof. Vestal, who served as the Senate's representative in the recent discussions, explained that the revision was a more detailed description of the kinds of service, a more diverse view of service, and accounts for continuing education and public service to a greater extent. Provost Wadlow said service would include educational outreach, such as the archaeological survey. Implicit in the document is that this greater flexibility and recognition of service should be accompanied by a more rigorous evaluation of service, although the pertinent section is not as specific as some campuses. Prof. Rideout explained that the revision had been reviewed by the CE&PS Council and Senate Executive Committee. It is regarded as more inclusive than the present description and accommodates departments with varying needs and interests.

Prov. Livesey asked whether there would be a distinction between service that is paid and unpaid. Provost Wadlow said there is no university-wide policy on that. That should be determined by the discipline or college. Prof. Kutner asked about the intent of the new provision at the end of paragraph two: "The criteria shall be approved by the dean after providing the opportunity for review and consultation by appropriate university bodies that may especially rely on or benefit from specific service activities in that unit." Provost Wadlow said that was to allow units that rely on the service of other units to have input before the service is discontinued or altered. For example, if the College of Engineering decided that recruiting activities would not count toward service, High School and College Relations ought to have some chance to review the proposed change. Prof. Rideout asked about the hypothetical case where a chair decides that advanced programs would not count as service. Provost Wadlow said the intent is to recognize that the University is interconnected. A discontinuation or alteration might have consequences elsewhere. The affected unit would be consulted, but the decision would still rest on the originating unit.

The motion of the Executive Committee to approve the policy was approved by a show of hands.

PROCEDURE FOR FACULTY COMPLAINTS ABOUT UNIT HEADS

Prof. Rideout explained that section 3.8.2 of the Faculty Handbook explains how faculty members may be reviewed and in some ways have their association with the university severed. On the other hand, there is no policy or reference in the handbook on how departmental chairs, deans, and the like might be reviewed. He said several Senators had asked that an ad hoc committee be formed to propose revisions in section 2.8.2 of the Faculty Handbook to provide a procedure for administrative responses to faculty-initiated complaints and concerns about the quality of a department head's work. The following Senators volunteered to serve on the committee: Professors Foote, Kuriger, Sullivan, and Wedel. Prof. Rideout added that he would also ask someone from the Provost's office to be involved. [Note: Associate Provost Ravindran will represent the Provost's office.]

COMPARISON OF FACULTY SALARIES AT OU WITH NATIONAL AVERAGES

Prof. Rideout commented that he had received nothing but flack about his recent letter to the editor of the school paper complimenting the president, provost and deans for making faculty salaries a top priority for the budget. The second part was intended to be the March 1 article in the paper comparing faculty salaries with national averages (Appendix I). He said the purpose of the two articles was to try to get a clear sense of the situation as we go into the next phase of budget negotiations. He asked Ms. Jackson to explain the chart her office had prepared entitled "FY91 Comparison of Average Salary Increases" (see Appendix IV). Ms. Jackson explained that the chart showed what happened to salary targets in the FY91 budget. She noted the following: deans are included in the administrative officers category, only three of these administrators received raises over 10%, the average increase for all faculty on the Norman campus was 5.4%, the figures do not include promotions or re-classifications during the year. Prof. Johnson asked how the average percentage increase was calculated. Ms. Jackson said it was calculated by dividing the increase amount by the base salary, not by averaging the percentages. Prof. Zaman asked why the top 50 highest paid faculty were selected. Ms. Jackson said that was because there are about 50 executive officers and administrative officers. Prof. Rideout said he thought the intent was to show that the top 50 faculty received more than the top 50 administrators and that the policy of merit is indeed rewarding some. Prof. Breipohl argued that this was not an equal comparison; the comparison should be to the top 50 administrative salary increases. Prof. Zaman agreed that the data is somewhat misleading. Ms. Jackson said she would provide that information.

Prof. Rideout pointed out that the Senators could distribute these charts to their colleagues. Prof. Livesey asked how many of the administrative positions had been filled in the last five years. He said the reason for his question was that once people have been here a few years, they experience salary compression. Ms. Jackson said she could provide that information. Prof. Goodey asked about the total increase for the Educational & General budget this year. Ms. Jackson said it was about 9%. Prof. Goodey asked the Senators to keep in mind how much was allocated to faculty salaries, considering an increase of only 9% and the number of staff compared to faculty.

Prof. J. Smith asked why N/A was listed for several deans in the national and peer columns on the administrative salary comparison chart. Ms. Jackson replied that for the national comparison there was no comparable title, and for the peers the information was not ready yet. The Institutional Research office will have it available soon. Prof. Paolino asked whether it would be possible to include some data for drama, dance, and art. Prof. Rideout said that could be done if the Chronicle includes that information. Prof. Havener remarked that the OU faculty salaries are considerably below the overall national averages, yet appear to compare more favorably in the discipline breakdown. [Note: The overall national averages compare OU to public doctoral institutions, whereas the national discipline averages are compared to public institutions.]

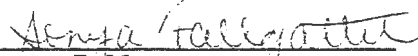
Prof. Fife said he thinks a combination of merit increase and salary schedule would alleviate the compression problems. He added that faculty are really at the mercy of the administration now, and a merit system is a way to keep salaries low. Prof. Rideout said the Executive Committee would discuss that idea.

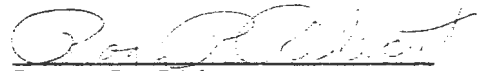
ALTERNATIVE SPACE FOR SENATE OFFICE AND MEETINGS

Prof. Rideout announced that a couple of rooms in the Old Science Hall would be available for the Senate to use but that he thinks the Jacobson Hall space is better suited for the Senate meetings and office. The Senate deferred to his judgement.

ADJOURNMENT

The meeting adjourned at 4:45 p.m. The next regular session of the Senate will be held at 3:30 p.m. on Monday, April 8, 1991, in Jacobson Hall 102.


 Sonya Fallgatter
 Administrative Coordinator


 Roger R. Rideout
 Chair

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FACULTY SALARY COMPARISON, 1989-90
By Rank and Discipline
University of Oklahoma vs. National and Peer Averages

	OU ¹	National ²	OU/Nat'l	Peers ¹	OU/Peers					
						Philosophy and religion				
						Professor	42,159	48,223	.87	52,347
						Associate professor	34,719	37,388	.93	36,877
						Assistant professor	27,018	30,059	.90	29,901
Accounting						Physics				
Professor	58,252	55,971	1.04	74,262	.78	Professor	47,828	49,004	.98	61,228
Associate professor	61,139	46,302	1.32	61,063	1.00	Associate professor	36,855	39,546	.93	43,346
Assistant professor	50,348	40,166	1.25	54,984	.92	Assistant professor	30,005	32,678	.92	39,407
Anthropology						Psychology				
Professor	41,616	48,624	.86	50,585	.82	Professor	45,441	47,107	.96	58,625
Associate professor	35,239	36,618	.96	36,980	.95	Associate professor	33,364	37,793	.88	42,616
Assistant professor	26,342	29,670	.89	31,064	.85	Assistant professor	31,382	30,408	1.03	33,218
Architecture and environmental design						Sociology				
Professor	44,704	47,280	.95	54,833	.82	Professor	48,932	46,786	1.05	55,836
Associate professor	37,631	40,663	.93	41,155	.91	Associate professor	37,119	37,359	.99	38,973
Assistant professor	31,309	33,832	.94	35,415	.88	Assistant professor	28,000	30,178	.93	32,775
Business administration and management										
Professor	54,971	52,714	1.04	69,472	.79					
Associate professor	44,998	43,653	1.03	55,090	.82					
Assistant professor	48,413	38,573	1.26	47,622	1.02					
Chemistry										
Professor	48,577	48,095	1.01	62,270	.78					
Associate professor	35,966	38,290	.94	43,071	.84					
Assistant professor	28,748	30,765	.93	34,808	.83					
Communications										
Professor	47,541	46,431	1.02	54,371	.87					
Associate professor	32,905	37,207	.88	38,654	.85					
Assistant professor	27,296	30,087	.91	31,056	.88					
Foreign languages										
Professor	39,607	47,351	.84	51,279	.77					
Associate professor	32,990	36,985	.89	37,792	.87					
Assistant professor	27,712	29,690	.93	30,440	.91					
History										
Professor	48,328	47,121	1.03	52,888	.91					
Associate professor	33,227	37,325	.89	37,455	.89					
Assistant professor	26,314	29,186	.90	30,017	.88					
Mathematics										
Professor	49,924	48,183	1.04	59,664	.84					
Associate professor	34,942	38,803	.90	42,162	.83					
Assistant professor	29,890	31,832	.94	35,190	.85					
Music										
Professor	39,072	45,539	.86	49,602	.79					
Associate professor	34,740	36,001	.96	36,503	.95					
Assistant professor	25,336	29,457	.86	30,397	.83					

¹ OU Office of Institutional Research.

² The Chronicle of Higher Education, April 25, 1990, page A20. Comparison is made to Public Institutions.

FACULTY SALARY COMPARISON, 1989-90
University of Oklahoma vs. National and Peer Averages

	OU ¹	National ²	OU/Nat'l	Peers ¹	OU/Peers
Professor	49,118	57,520	.85	59,100	.83
Associate professor	37,682	42,010	.90	42,900	.88
Assistant professor	31,317	35,380	.89	36,700	.85

¹ Office of Institutional Research.

² The Chronicle of Higher Education, April 25, 1990, pages A13-A14. Comparison is made to Public Doctoral Institutions.

ADMINISTRATIVE SALARY COMPARISON

1990-91

University of Oklahoma¹

v.

National Averages²

<u>TITLE</u>	<u>OU</u>	<u>National</u>	<u>OU/Nat'l</u>
Chief Executive of System (president)	\$140,000	\$141,325	.99
Chief Academic Officer (provost)	105,000	111,300	.94
Director, Affirmative Action	63,000	54,631	1.15
Chief Legal Counsel	89,000	85,119	1.05
<i>Staff Attorney</i>	<i>47,198</i>	<i>52,042</i>	<i>.90</i>
Chief Administration Officer (vp/admin)	99,000	94,149	1.05
Bursar	51,760	45,500	1.14
Director, Purchasing	65,400	52,000	1.25
Controller	70,700	70,274	1.00
Auditor	61,244	56,168	1.09
<i>Director, Grants and Contracts</i>	<i>53,060</i>	<i>62,768</i>	<i>.85</i>
Budget	62,800	62,900	1.00
Director, Accounting	53,300	52,150	1.02
Chief Physical Plant Officer	72,700	71,638	1.01
Director, Campus Security	51,000	51,888	.98
Director, Printing Services	57,541	39,327	1.46
Chief Development Officer (vp/univ. aff.)	105,000	89,511	1.17
Director, Annual Giving	52,000	43,274	1.20
Director, Alumni Affairs ³	61,360	54,036	1.14
Chief Student Affairs Officer (vp)	81,000	87,150	.93
Director, Student Housing	58,243	52,800	1.10
Director, Student Placement	52,225	48,657	1.07
Director, Food Services	60,000	54,039	1.11
Director, Research	77,261 ^a	58,758	1.31 ^a
	49,585 ^b		.84 ^b
Dean, Arts and Sciences	110,000	95,410	1.15
Dean, Business	100,000	103,057	.97
Dean, Education	81,066	87,700	.92
Dean, Engineering	95,000	110,746	.86
Dean, Fine Arts	74,550	84,400	.88
Dean, Graduate	77,650	87,859	.88

^a Vice Provost, Research ^b Director, ORA

¹ FY 1991 Budget Book

² The Chronicle of Higher Education, January 23, 1991, p. A15. Comparison is made to Doctoral Institutions.

³ Prior to mid-year promotion and raise to \$64,360/1.19 of Nat'l Average.

**COMPARISON OF FACULTY AND STAFF FTE
FY82-FY91**

27-Feb-91

STAFF												
10 Year Change	Academic Affairs		CE&PS		Administrative Affairs		Executive Affairs		Student Affairs		University Affairs	
	FTE	Change	FTE	Change	FTE	Change	FTE	Change	FTE	Change	FTE	Change
		44.95		16.50		(17.32)		(1.07)		17.99		13.58
FY 91	520.56	17.92	175.36	14.77	290.82	1.49	29.43	0.00	66.85	2.44	46.33	4.77
FY 90	502.64	28.07	160.59	17.35	289.33	5.50	29.43	0.53	64.41	10.38	41.56	13.92
FY 89	474.57	12.55	143.24	(6.55)	283.83	11.37	28.90	2.00	54.03	3.43	27.64	3.26
FY 88	462.02	2.78	149.79	0.42	272.46	(0.87)	26.90	0.40	50.60	4.04	24.38	(6.37)
FY 87	459.24	(9.15)	149.37	6.78	273.33	5.83	26.50	(2.00)	46.56	(1.77)	30.75	(1.00)
FY 86	468.39	8.48	142.59	11.20	267.50	(11.52)	28.50	3.00	48.33	1.47	31.75	2.00
FY 85	459.91	(19.28)	131.39	(15.40)	279.02	(11.23)	25.50	(3.50)	46.86	(4.62)	29.75	(2.75)
FY 84	479.19	(29.90)	146.79	(7.94)	290.25	(20.59)	29.00	(1.50)	51.48	(2.02)	32.50	(1.50)
FY 83	509.09	33.48	154.73	(4.13)	310.84	2.70	30.50	0.00	53.50	4.64	34.00	1.25
FY 82	475.61	-	158.86	-	308.14	-	30.50	-	48.86	-	32.75	-

FACULTY												
10 Year Change	Academic Affairs		CE&PS		Administrative Affairs		Executive Affairs		Student Affairs		University Affairs	
	FTE	Change	FTE	Change	FTE	Change	FTE	Change	FTE	Change	FTE	Change
		(78.53)		(1.94)		0.00		0.00		0.00		0.00
FY 91	792.54	3.15	6.39	4.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 90	789.39	31.40	2.18	(0.18)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 89	757.99	(0.42)	2.36	(1.50)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 88	758.41	(36.77)	3.86	1.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 87	795.18	(31.95)	2.08	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FY 86	827.13	(30.00)	0.00	(4.38)	0.00	(1.00)	0.00	(1.00)	0.00	0.00	0.00	0.00
FY 85	857.13	(35.45)	4.38	4.38	1.00	1.00	1.00	1.00	0.00	(1.00)	0.00	0.00
FY 84	892.58	(10.82)	0.00	(2.56)	0.00	0.00	0.00	(0.44)	1.00	1.00	0.00	0.00
FY 83	903.40	32.33	2.56	(5.77)	0.00	0.00	0.44	0.44	0.00	0.00	0.00	0.00
FY 82	871.07	-	8.33	-	0.00	-	0.00	-	0.00	-	0.00	-

FY91 Comparison of Average Salary Increases

Executive Officers, Administrative Officers, and
Chairs/Directors of Academic Departments

12-Dec-90

<u>Executive Officers</u>	<u>Average % Incr</u>	<u>Administrative Officers *</u>	<u>Average % Incr</u>
Richard Van Horn	5.0%	Academic Affairs	5.9%
Joan Wadlow	9.8%	Administrative Affairs	4.5%
Art Elbert	4.2%	University Affairs	4.0%
Fred Bennett	N/A	Student Affairs	5.8%
Anona Adair	2.5%	Executive Affairs	4.8%
Fred Gipson	5.0%		
Beth Wilson	4.0%	Average	<u>5.3%</u>
Barbara Tuttle	3.0%		
Average	<u>4.9%</u>		

* Includes all administrative and academic directors, assistant vice presidents, deans, associate provosts and deans, and assistant provosts and deans.
Total of 30 positions.

<u>Department Chairs/Directors</u>	
<u>College</u>	<u>Average % Incr</u>
Academic Records	3.9%
Architecture	6.0%
Arts and Sciences	5.3%
Business Administration	9.4%
Continuing Education *	3.4%
Education **	0.0%
Engineering	5.9%
Fine Arts	4.4%
Geosciences	4.7%
Instructional Services	4.7%
Provost Direct	5.2%
Research Administration	4.4%
Average	<u>5.3%</u>

* Includes only Special Credit Programs-On Campus, KGOU Radio Station, and Office of Business and Industrial Cooperation.
** Positions vacant.
Total of 76 positions.

Average % Increase for All Faculty
5.4%

Average % Increase for Top 50 Highest Paid Faculty
6%

Average % of Top 50 Faculty Salary Increases
12%

draft - modifications approved by the CE&PS Council on 1/28/91. This includes the Provost's revisions of 1/18/91 and the Council's counter-revisions, with the latter indicated by italics.

PROPOSED SERVICE DESCRIPTION TO REPLACE
SECTIONS 3.6.3, 3.6.4 AND 3.6.5 OF THE CURRENT
FACULTY HANDBOOK

SERVICE

Service is work done, or duties performed, by a faculty member to advance the interests and capabilities of various communities either inside or outside of the University. These activities should stem from the faculty member's professional expertise (which is expertise deriving from the individual's professional activities in the categories of research and creative achievement, teaching, and service, as described herein), and they should support and enhance the faculty member's scholarly stature. The evaluation of service should be in terms of *quality and effectiveness* of performance and should take into account: (1) the relation of the service to the general welfare and efficacy of the University's missions; (2) the relation to the welfare and furtherance of the faculty member's discipline; (3) the effect of the service on development of a faculty member's value, professional competence or professional skill; (4) the enhancement of the capabilities of University colleagues in their scholarly activities, teaching, or service.

In encouraging appropriate service and in its evaluation, it is convenient to distinguish service as taking place within three primary communities: the community of the scholarly discipline of the faculty member, the University community, and the community of the public at-large. The weighting of these three components of service may vary according to the specific academic unit *and individual assignments within the unit*. Each academic unit shall establish, publish, *and periodically review* criteria for evaluating service. The criteria, which should be reflective of the unit's objectives, shall be approved by the dean after providing *the opportunity for review and consultation by appropriate University bodies* that may especially rely on, or benefit from, specific service activities in that unit. Appropriate University bodies shall be designated by the dean and Provost.

In cases in which extensive service assignments might limit a faculty member's involvement in any area of faculty responsibility the relative weighting of categories for evaluation may need to be modified. A written understanding should be approved by the dean and the chair of the academic unit at the time the assignment is made, and filed in the Provost's office. Such extensive service assignments might include, for example, serving as a high-ranking official for a professional society or a professional journal, serving as the chair of a department or vital University committee, or serving as the director of a public outreach center.

SERVICE TO THE DISCIPLINE. The continued advancement of knowledge or artistic achievement within a scholarly discipline relies integrally on leadership and service provided by its practitioners at state, national, and international levels. The leadership and service activities of a faculty member in behalf of these communities brings prestige to the University, and enhances the University's visibility and its scholarly and academic reputations. Service to the discipline might include activities such as: official service in relevant professional societies; service on state, national, or international commissions, advisory boards, or agencies related to the faculty member's discipline or profession; service on academic review or accreditation boards; editing of professional journals or other publications; reviewing of books in professional journals; reviewing of research grant proposals; refereeing of research papers submitted for publication; and participation in organizing research conferences or professional meetings.

SERVICE TO THE UNIVERSITY. The nature of the academic enterprise is such that the faculty shares in the formulation of University policies and in making and carrying out decisions affecting the educational and scholarly life of the University. Accordingly, faculty members have a responsibility to contribute to the government and leadership of the University through timely participation on committees, councils, or other advisory groups at the department, college and University level. In addition, faculty members are sometimes called upon to perform extensive administrative tasks that are essential to the operations of the University. These include positions such as department chair/director, associate or assistant dean, or director of a program or special center.

SERVICE TO THE PUBLIC. Public service is the application of knowledge gained through professional activities; it generally focuses upon resolution of contemporary problems, technology transfer, policy analysis, identification of new areas for inquiry and development, and sharing knowledge with the larger geographical community. Appropriate public service activities might include: artistic or humanistic presentations; health care delivery; professional consultation; service on local, state, national, or international commissions, advisory boards, or agencies (public or private); participation in a professional capacity in programs sponsored by student, faculty, or community groups; participation in continuing education instructional activities including those sponsored through Continuing Education and Public Service; service in an organizational or advisory capacity for particular University programs; and public relation activities that serve the University's interests such as appearance as a University representative before government bodies or citizen groups.

END OF PROPOSED CHANGES TO §§3.6.3, 3.6.4, 3.6.5

OTHER CHANGES

Contingent changes are also proposed for sections 3.6, 3.7.4, 3.11, 3.12.1. Specifically:

§3.6: The phrase '...teaching, research, and continuing education and service.' should be changed to '...teaching, research, and service.'

§3.7.4: Items (c) and (d) in the second paragraph should be replaced by;

"(c) Service (Section 3.6.3)"