

Council of Chairs Meeting Minutes
July 29, 2009
Brookside Room, AC Building

Chairs Present: Joy Swallow (AUPD), Elijah Gowin (Art, for Kati Toivanen), Kathleen Kilway (Chemistry), Tom Poe (Comm Studies for Carol Koehler), Ken Novak (CJC), Jim Sturgeon (Economics), Jeff Rydberg-Cox (English), Gayle Levy (For. Languages for Kathy Krause), Jim Murowchick (Geosciences for Jimmy Adegoke), Jie Chen (Math and Stat), Bruce Bubacz (Philosophy for Clancy Martin), Michael Kruger (Physics), Harris Mirkin (Pol. Science), Tamera Murdock (Psychology), Linda Breyspraak (Sociology), Tom Mardikes (Theatre).

Guests: Diane Filion, Tom Sandreczki, Tom Stroik, Wayne Vaught.

Agenda Item: To make a recommendation to the Dean about the faculty and/or staff that the College should recommend for the Provost's salary pool.

Background: The Provost's office, as mandated by the UM System, set aside a pool of money for salary increases for faculty and staff members whose professional records are truly exceptionally but whose salaries are significantly below the salaries of their peers. The Provost instructed all units to recommend a restricted set of faculty/staff for these increases. Dean Vorst alerted Chairs and their Departments about this salary pool, indicating that this process was very different from previous years when we received a pool of money and were asked to distribute it according to guidelines provided. The Dean asked Departments to make recommendations to her by Monday, July 27 (these recommendations were posted on a Blackboard site that Chairs could access); and she set up a Council of Chairs meeting, for Wednesday, July 29, at which the Chairs could discuss the process through which the College's could come to final decisions about which faculty and/or staff would be recommended to the Provost for salary increases.

Discussion: Several Chairs expressed concerns about having salary increases for only a select set of faculty and staff, about the best ways to use the small pool of available monies (suggesting that although this small pool of money would not do much to raise faculty salaries to appropriate levels, it could be used effectively to help support graduate students or under-paid staff), and about the timing and time-line of this process for deciding salary increases. Despite some hesitation about the desirability of the Provost's salary increase initiative, the Chairs agreed that the College should fully participate. After due deliberation, they also agreed, by way of a motion, that the Dean should decide, without further recommendation from the Council of Chairs, which faculty and/or staff in the College would be recommended to the Provost for salary increases. The motion passed unanimously. The Dean will use all of the information provided by the chairs during this process to make the final recommendations.