

Faculty and Budgetary Affairs Committee

2011-2012 Annual Report

Members: Hines, Mary Beth (Chair); Alexander, Joyce; Buzzelli, Cary Anthony; Cross, Dionne; Dans, Dionne; Glazewski, Krista D; Stright, Anne; Kaho, Jane; Lambdin, Diana; Ochoa, Theresa; Dennis, Barbara; Stakowski, Laura; Zachmeier, Aaron Franz.

During the academic year, the committee worked on the following:

- 1) Revised the promotion and tenure document. Both campuses agreed to stop the revision process in March 2012, given lack of consensus on key language.
- 2) Reviewed and approved sabbatical applications.
- 3) Considered a full-scale equity review: Analyzed salary data using rank, gender, race, and merit review ratings. Because all discrepancies in salary data were explained and deemed appropriate, the committee agreed that a full-scale review was unnecessary.
- 4) Reviewed and approved two faculty 18/20 supplement requests.

The committee agreed to continue working on the following next year:

- 1) Constructing clinical faculty evaluation criteria for third-year review in light of 2011-2012 discussions. Submitting evaluation criteria through the appropriate channels.
- 2) Submitting proposal to Policy Council reflecting committee members' decision that clinical faculty on this committee can vote.
- 3) Formulating policy and salary recommendations for hiring retired faculty under post-18/20 rules.
- 4) Developing academic specialist's third-year review evaluation criteria in light of 2011-2012 discussions. Submitting evaluation criteria through the appropriate channels.