

FSCR 07001

Faculty Senate Committee on Faculty Affairs

Summary Report, 2006-2007

Date of First Reading: August 21, 2007

Date of Acceptance: _____

Senate Sponsor: Faculty Affairs
Kevin Coulson, Chair (2007-2008)

I. Purpose:

As per Article IV., Section 13. of the Constitution and Bylaws of the Faculty Senate and in accordance with the duties of the Faculty Affairs committee, I hereby submit the 2006-2007 Annual Standing Committee Report for the Faculty Senate's Committee on Faculty Affairs.

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Summary Report, 2006-2007

Action on Faculty Senate Bills (FSB)

1. Re-examined Policy on Acceptable Use of Computing and Information Technology Resources (FSB05010) for Presidential amendments. Tabled by Faculty Affairs Committee and undertaken by Senate Executive Committee. Presidential amendment agreed to by the Senate Executive Committee.
2. Examined University Web Sites Policy (forwarded to new information technology advisory committee)
3. Examined University Weapons Policy (tabled)

Action on Faculty Senate Resolutions (FSR)

1. Created a task force on Recruitment and Retention (also known as a Salary Study task force) Task Force Report and Salary study attached.
2. Issued a list of barriers to recruitment and retention (attached)
3. Sponsored Resolution Regarding Salary Equity (FSR 06004). Passed May 1, 2007

For the Good of the University

1. Examined the issue of Faculty Evaluation compliance with Regent's Policy
 - a. Held informational meetings on April 19 (IDEA form) and April 23 (SPTE form)
2. Examined Campus Citizenship Expectations for Faculty (tabled)
3. Sought Faculty Access to Recreation Center
 - a. This morphed into a quest for a Faculty discount card (President Lane discussed reallocating money to support access to Rec. Center if requested by Senate)
 - b. Sought discounts in Theatre, Music and Athletic performances
 - c. Sought discounts in Theatre, Music and Athletic performances
 - i. Music discussions in process
 - ii. Theatre discount discussion in process
 - iii. 20% discounts on football and basketball season tickets provided; Faculty and Staff may purchase single game tickets at the door for soccer, baseball and softball at the Student junior/Senior rate (50% discount)

Respectfully submitted,

Kevin Coulson
Chair of the Faculty Affairs Committee, 2007-2008
Acting in lieu of Bill Remington,
Chair of the Faculty Affairs Committee, 2006-2007
8/17/07

Provide comments about this report to your department's senator or to President Harvey Foyle at hfoyle@emporia.edu.

The following list of recruitment/retention barriers was developed in discussion at the 10/24 meeting of the Faculty Affairs Committee of the Faculty Senate. The list is not in any particular order, and expresses the opinions of some individuals in attendance, but not necessarily a consensus.

Teaching Load

Salary

Management/Administrative interference

Location

Library has high turnover, Why?

Social opportunities

Computer Technology

Student presence on Campus/Student culture

1st Generation college students

Students are not accepting of different cultures

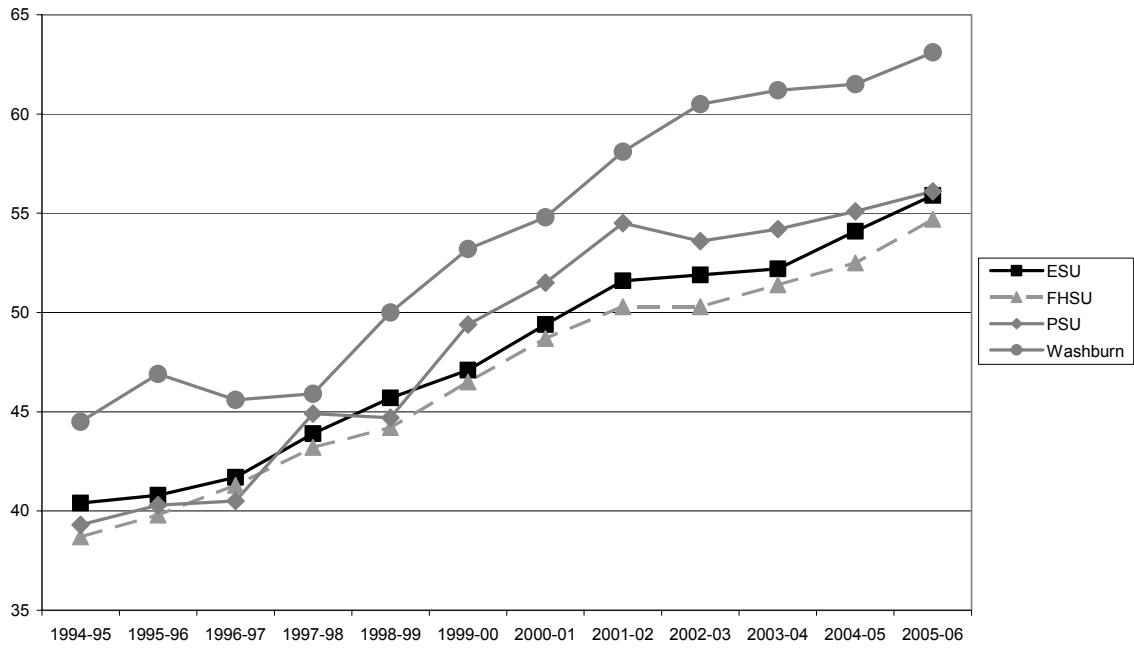
\$ for travel and faculty development

Students work too much

Restuarants

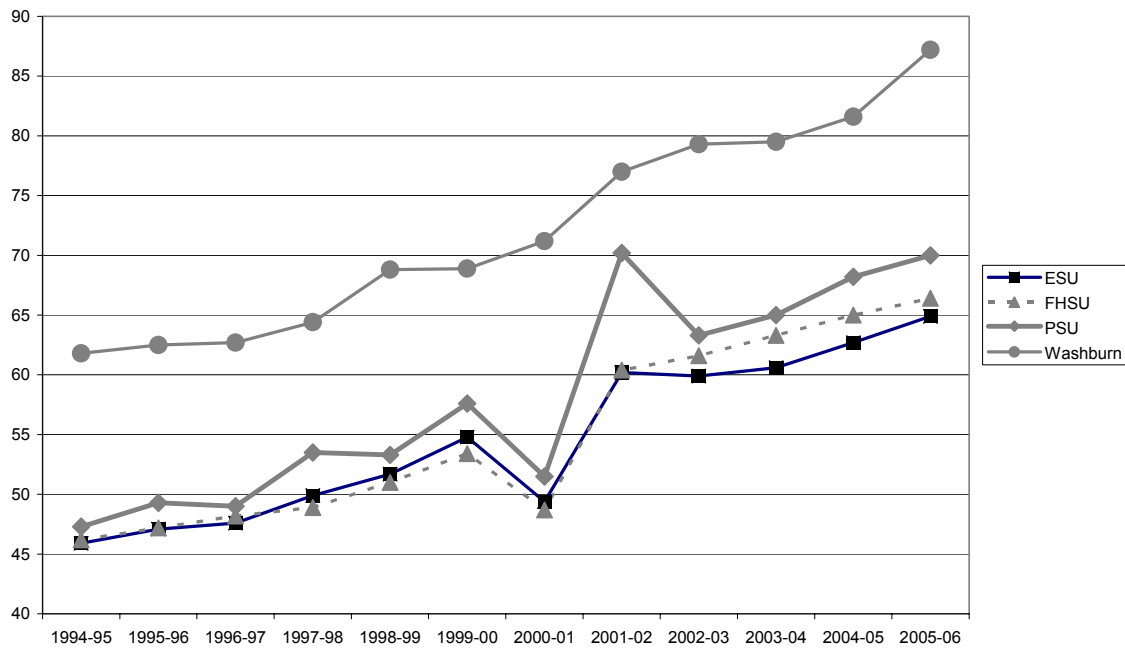
SB no female faculty

Associate Professors



	Associate Professors														
Institution name	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07		
ESU	40.4	40.8	41.7	43.9	45.7	47.1	49.4	51.6	51.9	52.2	54.1	55.9			
FHSU	38.7	39.8	41.3	43.2	44.2	46.5	48.7	50.3	50.3	51.4	52.5	54.7			
PSU	39.3	40.3	40.5	44.9	44.7	49.4	51.5	54.5	53.6	54.2	55.1	56.1			
Washburn	44.5	46.9	45.6	45.9	50	53.2	54.8	58.1	60.5	61.2	61.5	63.1			
	Note: The 2003-2004 FHSU data was not available so an interpolation between 2001-02 and 2004-05 was used														

Full Professors

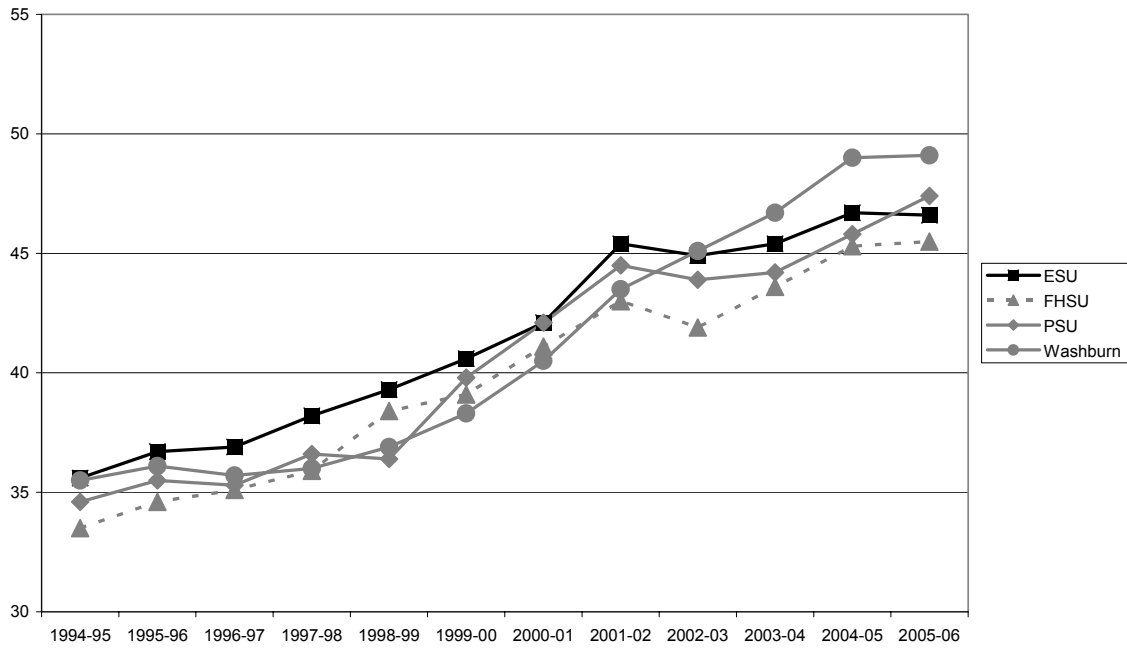


Full Professors

Institution name	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06
ESU	45.9	47.1	47.6	49.9	51.7	54.8	49.4	60.2	59.9	60.6	62.7	64.9
FHSU	46.2	47.2	48.2	48.9	51	53.4	48.7	60.4	61.6	63.3	65	66.4
PSU	47.3	49.3	49	53.5	53.3	57.6	51.5	70.2	63.3	65	68.2	70
Washburn	61.8	62.5	62.7	64.4	68.8	68.9	71.2	77	79.3	79.5	81.6	87.2

Note: The 2003-2004 FHSU data was not available so an interpolation between 2001-02 and 2004-05 was used

Assistant Professors



Assistant Professors												
Institution name	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06
ESU	35.6	36.7	36.9	38.2	39.3	40.6	42.1	45.4	44.9	45.4	46.7	46.6
FHSU	33.5	34.6	35.1	35.9	38.4	39.1	41.1	43	41.9	43.6	45.3	45.5
PSU	34.6	35.5	35.3	36.6	36.4	39.8	42.1	44.5	43.9	44.2	45.8	47.4
Washburn	35.5	36.1	35.7	36	36.9	38.3	40.5	43.5	45.1	46.7	49	49.1
Note: The 2003-2004 FHSU data was not available so an interpolation between 2001-02 and 2004-05 was used												

FINAL DRAFT

SALARY TASK FORCE

In a Topeka Capital Journal article (11/24/06), Full Professors at Emporia State University were ranked last in Kansas Universities in salary. The six institutions ranked above us were (in descending order): The University of Kansas, Washburn University, Kansas State University, Wichita State University, Pittsburg State University, and Fort Hayes State University. It is the contention of not only the members of the Salary Task Force, but many others on campus that for the good of the University we must move toward a more equitable position in this area.

In the Stakeholders' Survey, Faculty/Staff Salaries ranked second highest in response to question number 4 "What are the most critical issues and challenges that you hope the new president will address?" Most of the other critical issues are in one way or another tied into competitive salaries. We need to attract the most highly qualified faculty members in each and every search conducted and at the same time, ensure that those who are already members of the faculty will not leave (recruiting and retention). Often the main reason for potential faculty members' selection of schools other than ESU is that of salary. Additionally, current faculty members may be enticed to leave ESU for higher salaries offered by other institutions.

The University Strategic Action Plan FY 2006-2008 highlights this deficiency. Goal V, Objective A states: "Achieve equity with peer mean for faculty and staff salaries." In an article in the Monday, April 2, 2007 Emporia Gazette, President Lane is reported to have stated that "ESU's pay is at 93.6 percent of the regional average."

In this academic year, some positions have remained unfilled due to the failure to attract qualified candidates. It is not unreasonable to assume that enhanced salaries would have increased the attractiveness of those positions.

Based on the information presented, the Salary Task Force respectfully asks the Faculty Affairs Committee to consider drafting a Faculty Senate Resolution dealing with salary equity.