

October 24, 2018

2:00-2:45 pm

Faculty Senate Executive Committee meeting with President Burrage

Attending:

Daniel Althoff

Kay Daigle

Steven Emge

Brad Ludrick

Chris Moretti

William Fridley

Rhonda Richards

President Burrage

Dan Althoff report to President Burrage: Topic of Shared Governance Forum in November – Adjunct Pay

Discussion

Faculty Senate will do research and will contact President's office for assistance if needed

VP Clark mentioned adjunct pay at the September 25, 2018, meeting

President Burrage indicated that the estimated implementation would be next fall, 2019

Higher adjunct pay will aid in recruiting adjuncts.

Will also benefit faculty for overload and summer pay.

President Burrage's updates:

Physical plant – Math new coating on parking lot

Fine Arts – would be ready in December but may do a renovation on it but will consult with faculty after figures are gathered from Dan Simmons – paint, floor, water fountains, ceiling tiles, decorative rails – budgeted \$500,000 for plumbing but only spent \$400,000. No decisions have been made yet. Will be difficult to move everything over Christmas Break which is a good reason to proceed with renovation in the spring and move back in before fall, 2019.

President Burrage made recommendations to the board for next week – fulfill request for step raise for three years in one lump sum before the holidays and then rolled into the base for FY 2020; the other recommendation to pay up to a 3% stipend at the same time, but may stay at a 1.8% with a \$500 minimum for all faculty and staff. \$244,000 price tag on step; \$623,000 for 3% stipend. The stipend may roll into base pay but that is not certain yet.

President Burrage has ordered the CUPA salaries for data related to our peers. Do we want a 3-5 year plan for faculty and staff pay? Would like to be within 80-85% of their peers. Looked at total compensation at SOSU and in the top 50 compensated individuals on campus: 4 grants, 7 administrators, 39 faculty. Talking to other presidents found that this is good for faculty

comparison. We are lean at the administrative level, but may need to add someone to Academic Affairs to help with VP Clark's workload.

Cash flow continues to be good. Enrollment is up but a lot of that is AP and 50% goes to them. Expenses are up including new faculty members. We added around 20 new faculty members this fall. We have about \$4,000,000 in the bank more this year than last year. We will begin to look at some adjustments to pay above and beyond step money and physical plant improvements. Faculty Senate survey had some themes and one was Morrison – renovate or change its use.

Questions from faculty – payout to AP? At what point is that renegotiated? We have a 7 year contract with MBA and we are in year 3. We could do it ourselves, but it may not be realistic to try that. MEd is growing rapidly. We may need to do a “smarter” job of handling the growth and the course sizes. A faculty rotation system would be more generative – a plan rather than a patch. AP thinks maybe MEd will plane out but faculty think it could grow more. We are at a good price point with MEd.

We spent \$750,000 for OTRS which benefited most those who were not in the OTRS system, but which cost SOSU \$3,500 each because they were not in the system. This initiative was brought forth by the faculty at a faculty forum. In addition to the OTRS, SOSU will invest between \$300,000 and \$600,000 for step and stipend. We should be careful not to overspend and get back where we were two years ago.

There is talk from regents that information has been asked for a faculty raise system wide – OSHRE. President Burrage would like compensation changes to happen October 1 and January 1.

We budgeted 93,000 student credit hours. We are at 48,000 now and should be over the estimates that the budget is based on by spring.

Survey Dr. Clark sent out is coming back in. Mike Davis is leading a committee for master campus plan. Frinkle Survey results are coming in – scholarship and price are noticeable as reasons. Word clouds presented to President Burrage. Frinkle identified keywords and used those to clean up the survey. There were 407 responses and 293 from freshmen. Around 36 honor students. Chris and Karl are using geographic location and programs to run more analyses.

President Burrage is appreciative of the reasonable request from Faculty Senate for compensation package. President asked that we keep open communication and ask if there is a question. He will get feedback on Friday regarding the compensation package and will make an announcement on Monday, November 5, 2018.