

Joint Budget Committee and Personnel Policies Committee Meeting Minutes
for October 19, 2022 – 3:30pm

In attendance:

B. Steve Csaki
Meg Cotter-Lynch
Kate Shannon
Chris Moretti
Matthew Sparacio
Doug Wood
Laura Atchley
Amy Mills
Andy Kramer
Brandon Burnette
Rob Shauger

- I. The committee voted to recommend to the Full Faculty Senate a base/floor salary for the new Salary Card in the amount of \$57,973 for Assistant Professor. After discussion this number was agreed upon as it was taken from The AAUP's Average Salary for Full-Time Faculty, by Region, AAUP Category, and Academic Rank, 2020–21 (Dollars).

Further justification for adopting this number was provided by projecting the 2007-08 Salary Card basis forward in time. If it were adjusted for inflation over the past 14 years, it would be very close to the AAUP's lowest 10th percentile.
- II. We discussed raises (salaries) for promotion to ranks of Associate and Full professor. The discussion centered around whether or not we could/should use the AAUP data for those as well. No determination was made but no hard objections to the idea were presented.
- III. We discussed the need for a yearly salary increase for experience. Senator Moretti suggested the possibility of adding .25% to the COLA for this. This concept was debated, but no firm conclusion reached. We did agree that there should be no limit set for the number of years of experience a faculty member can earn.
- IV. We discussed the fact that the SCWG has already suggested a means for determining a yearly COLA, it should be endorsed by us, unless there is some strong opposition. However, we did not vote on this.
- V. We discussed how to arrive at the “market value adjustment” for different disciplines as suggested by the SCWG, and provide justification for that determination. Senator Moretti suggested that individual departments should be tasked with providing their

own justifications for market based differences in salary. This idea was discussed, but remains an open question.

- VI. We agreed that the Budget Committee needs to obtain a copy of the SE budget and related documents on an annual basis. We do have a current copy of the budget now.
- VII. There was discussion as to how we can verify an individual faculty member's value, in terms of income derived from students enrolled. Delaware data was suggested as a means by which that might be accomplished.
- VIII. After voting on the Salary card base, the meeting was adjourned.