

To: Molly Mulloy, Richard Levy, William Crowe and Faculty Senate
From: Donna Ginther, Chair of Faculty Compensation Committee
RE:: Annual Report on the Committee's Activities and New Charges

May 13, 2008

In June, 2007 the Faculty Compensation Committee was given the following charges. The Committee held one meeting on November 13, 2008. In addition, the committee corresponded by email regarding our charges. I will report on each charge and provide recommendations for additional charges for the 2008-2009 Academic Year.

STANDING CHARGES

1. Monitor the level and distribution of faculty salaries to identify issues and concerns. Communicate with the Provost's office concerning faculty needs and desires. Report issues, problems, and recommendation to FacEx (ongoing).

The committee identified no issues or problems associated with this charge.

2. Monitor and promote the provision of services and support for faculty. Review the prior recommendations of the committee concerning the creation of a faculty services office and suggest strategies for implementing those recommendations or alternative strategies for providing such services.

The committee chair discussed this issue with the Provost's office. The Provost does not support the creation of a faculty services office at this time. However, if the NSF funds the ADVANCE institutional transformation grant, this grant will provide funds for hiring a part-time staff member in the career services office that could provide job placement services for faculty family members.

3. Communicate the Planning and Resources Committee to facilitate coordination on issues of mutual concern. Report issues and recommendations to FacEx (ongoing).

There were no issues of mutual concern to report.

SPECIFIC CHARGES

1. Examine, in collaboration with representatives of University Support Staff and University Unclassified Professional staff, the possibility of tuition waivers for family members of all University employees. Consider information from peer institutions and assess real and perceived issues of equity for University employees who do not need or want such a benefit.

The chair of the committee has gathered this information and plans to summarize this information before the fall semester and pass this charge onto the next chair of the committee.

2. Review current State of Kansas, Regents, and University policy and practices related to domestic partner benefits. Develop domestic partner benefit proposals for implementation by the University.

Donna Ginther and Robert Ward surveyed domestic partner benefits at KU and peer institutions. The Faculty Compensation Committee submitted its report to the Faculty Senate on April 8, 2008.

3. Work with the HREO, the Faculty Rights, Privileges, and Responsibilities Committee, and appropriate personnel in the Provost's Office to develop and maintain a comprehensive website including all university wide employment-related policies affecting faculty, such as the FMLA, tenure clock, modified leave policies, and other personnel policies relating to faculty.

No action was taken on this charge.

4. Review methods and practices of peer institutions to provide for a salary increase upon promotion and/or tenure and to address issues related to faculty salary compression. Develop proposals for these issues within the University.

OIRP gathered this information on behalf of the committee. I plan to summarize the findings and share this charge with the incoming chair of the faculty compensation committee.

5. Monitor the implementation of the active service/modified duties policy, including steps taken inform deans and department chairs and promote compliance. Inform all faculty members of the new policy and its relationship to FLMA and tenure clock policies.

During the fall semester, the chair of the Faculty Compensation Committee worked closely with Richard Levy, William Crowe, and Marylee Hummert on finalizing the language for Modified Instructional duties. I am happy to report the new policy was implemented by the Provost in January, 2008.

Summary of Recommended Charges for 2008-2009:

Standing Charges:

1. Continue cooperative communication between the Chairs of the Planning and Resources and Faculty Compensation committees to facilitate coordination on issues of mutual concern.

2. Submit to FacEx (a) the approved minutes of each meeting: (b) recommendations approved by the committee, and (c) a final report by April 1, 2009. The final report should outline the committee's accomplishments and make recommendations for the following year.

Additional and New Charges:

1. Consider the impact of tuition waivers for family members of KU employees, including assessing the extent to which peer universities have this benefit and the relative fairness to single faculty or faculty without children or those who are not in need of this benefit. How do other institutions that have this benefit deal with this issue? (Please invite a representative from Unclassified Senate and from the University Support Staff (USS) to participate in the discussion of this charge.)

2. Work with the HREO, the Faculty Rights, Privileges, and Responsibilities Committee, and appropriate personnel in the Provost's Office to develop and maintain a comprehensive website including all university wide employment-related policies affecting faculty, such as the FMLA, tenure clock, modified leave policies, and other personnel policies relating to faculty.

3. Review methods and practices of peer institutions to provide for a salary increase upon promotion and/or tenure and to address issues related to faculty salary compression. Develop proposals for these issues within the University.

4. Evaluate the potential for creating a part-time tenure status for faculty.