Faculty Assembly Meeting
Minutes
April 27, 2010

Present: Todd Averett, Debbie Bebout, Katie Bragdon, Bruce Campbell, Mike Di Paola, Alan Fuchs, Will Hausman, Carl Hershner, Steve Kuhl, Katherine Kulick, Lisa Landino, John Lee, Alan Meese, Leisa Meyer, Terry Meyers, Todd Mooradian, Adam Potkay, Kate Slevin, Barbette Spaeth, Gene Tracy, Tom White

Absent: Rick Gressard

Others in Attendance: Provost Halleran, Robert Archibald, Margaret Saha, Bill Cooke, J.C. Poutsma, Michael Deschenes, Jim Dwyer, Jennifer Taylor, Tracy L. Cross.

The meeting was called to order at 15:30 by Gene Tracy

1. Motion to approve minutes of the meetings of March 23 and 30 passed unanimously.
2. The following nominees appeared on the ballot for Assembly officers for 2010-2011:
   Kate Slevin for President
   Todd Mooradian or Todd Averett: Vice President
   Debbie Bebout for Secretary.

Ballots were distributed to the 2010-2011 Assembly members present.

Past president Tom White counted the ballots and announced the results. The following officers were elected for the 2010-2011 Assembly Officers:

Kate Slevin, President
Todd Mooradian, Vice President
Debbie Bebout, Secretary

Vice- President Kate Slevin presented outgoing president Gene Tracy with a gift from the Assembly members to express appreciation for his service.

3. Report from the Faculty Compensation Board – Bob Archibald, Chair of the Faculty Compensation Board reported the Board's findings to the Assembly. Data suggested that questions should be asked about the real resource priorities of the University. One is "why is compression most virulent at W&M as compared to the three other state institutions (UVa, George Mason, Va Tech). The Board's complete report is attached an addendum to these minutes.

4. Report from the Provost – Provost Halleran noted that commencement is May 16, and urged all to participate. A farewell party for Shirley Aceto will be held this Thursday in the Wren Courtyard. He invited all to attend. The Provost reported that the incoming undergraduate class is impressive academically and is more diverse than ever. At their recent meeting, the BOV blessed the overall framework for the strategic plan. The Board did not take up the issue of tuition at that time. On the issue of the "retirement

bump", the Provost informed the Assembly that the VRS retirement system does not permit including the final two-year "bump" in pension calculations. The current practice of an eight percent and seven percent increases over the last two years of service is permitted, but will not have pension implications. This overall issue is being examined and a charge to next year's Faculty Compensation Board is to examine "retirement" incentives for the future. Effective July 1, state employees must contribute five percent toward their pension. This increase does not impact employees who signed contracts by March 15 and begin prior to July 1. New employees are being given the option of completing an I9 form prior to July 1 in order for them to qualify for the exemption of the five percent. In order for them to do this, they must appear on campus in person prior to July 1.

4. Report from the Ad Hoc Data Gathering Group – Bill Cooke reported on the progress of the committee. They are attempting to construct a database to determine data such as class size, in any given major, by class year, etc. The template will accommodate future data with minor tweaks. The plan is to make the database accessible to all faculty members.

5. Report from the Faculty Research Committee – Margaret Saha reported on the work of the Faculty Research Committee. The number of summer research grants being funded has declined. As a result, there are not enough grants for all new faculty to be awarded one during their first three years. Currently, there is a great advantage in applying the first year. The committee recommends that new faculty members be guaranteed at least one summer research grant if a viable proposal is submitted. It is a recruiting tool and should be used as such. The Provost agreed that next year we should guarantee summer grants to new hires. A motion was made and passed unanimously. The Committee was also given a new charge to review all proposals for a limited number of opportunities to submit grant proposals to NSF, etc.

6. Proposed resolution from the Admissions Policy Committee – Todd Mooradian explained the rationale for a proposed resolution in support of the admission's office and additional financial aid. He agreed that the proposal be referred to COPAR for consideration. A motion was made and approved that the resolution be referred to COPAR for consideration.

7. Report from Standing Committees

A. COPAR – Alan Meese reported on the committee's work on two issues: the one time furlough and the lumps sum bonus proposed for 2011. He delineated reason for the committee's decision to not endorse the recommendation sent to the committee concerning the distribution of the limited funds.
B. Executive/Liaison Committee – Gene Tracy discussed the merger of FUPC and COPAR. He explained that the FUPC is a Provost advisory committee. The Assembly's COPAR committee's charge currently overlaps that of FUPA. The proposal is to change our charge to COPAR and merge the FUPC and COPAR. That merger will be executed during the Assembly's end of summer retreat.

Kate Slevin reported on the liaison committee's presentation to the BOV on the results of the faculty survey. Five faculty members were involved in the presentation. Positive feedback was received from the Board. President Tracy thanked Kate for organizing the presentation and Katherine Kulick for all her work on the survey.
C. Faculty Affairs – Leisa Meyer reported on proposed language to address issues raised related to specified term appointment. The committee recommended modifying the current handbook language in the section that addresses "Specified-Term Appointments". Their proposal attempts to clarify the rights of non-tenure faculty while giving units the flexibility needed to staff positions. There was concern expressed that the change creates a "second class" faculty. A unit does not have to have such a category. It was noted that the Personnel Policy Committee must make recommendations to change the handbook and any recommendation must go through that committee. Several Assembly members spoke in support of the proposed changes. Another member argued that in order to get faculty oversight it isn't necessary to go as far as the proposed language. A question was raised as to why a completely new category wasn't created to address the needs. The response was that individual schools should have the autonomy to set their own guidelines on this matter. A motion to refer the issue back to the Faculty Affairs Committee passed unanimously.

The meeting was adjourned at 17:40.

Respectfully submitted,

Mike DiPaola
Secretary, Faculty Assembly

Addendum

Faculty Compensation Board Report 2009-10

The Faculty Compensation Board has not been busy this year. Because of the state budget shortfalls and the resulting cuts in the William and Mary budget, there has been little room to make progress on increasing faculty compensation. This should not be interpreted to mean that faculty compensation issues are not important. When funds become available faculty compensation should be a very high priority.

Importance of Faculty Compensation

The 2009 faculty survey shows that compensation is an area of grave concern to the faculty. The answers to the question, "On the whole, how satisfied are you with your position at the college?" suggest that the faculty are quite satisfied; 83% of the faculty answered they were "Very" or "Moderately Satisfied." Satisfaction levels dipped considerably when the questions concerned compensation. Only 18% of the faculty reported being "Very Satisfied" or "Satisfied" with faculty salaries in general. Only 22% of the faculty reported being "Very Satisfied" or "Satisfied" with their own salary. And only 26% of the faculty reported being "Very Satisfied" or "Satisfied" with overall compensation. In addition, when the faculty survey asked faculty to rank their priorities, increasing faculty salaries came out on top.

> The highest priority was identified as *increased funding for faculty salaries*. Faculty salaries outdistanced the second highest priority by a considerable margin, leaving no doubt as to the importance faculty placed on reversing the trends of the last couple of years in which faculty salaries were stagnant, not even keeping up with the rising cost of living. (Page 213-214)

While increasing faculty compensation has been a high priority of the College of William and Mary for quite some time, the data indicate that the priority that the College puts on faculty salaries is not as high as the priority given to faculty salaries at other Virginia institutions. The Faculty Compensation Board is disturbed by these findings, and we think that the College should do everything in its power to change the situation we find ourselves in.

Comparative Analysis of Salaries in Virginia

We collected data for salaries from the AAUP. We have compared salaries by rank at the College of William and Mary with those at the University of Virginia, Virginia Tech, and George Mason University. We will use a series to graphs to make the comparisons.

Figure 1, 2, and 3 present the comparison of salaries for Full, Associate, and Assistant Professors for the 1999-2000 to the 2009-2010 academic years. Figure 4 presents the ratio of the average Full Professor salary compared to the average Assistant Professor Salary.

The story of the first three graphs is quite consistent. At each rank, in 1999-2000 salaries at the College of William and Mary were in the middle of the pack, second or tied for second. By 2008-2009, full and associate professors at the College of William and Mary are the lowest paid faculty among the four institutions. The results for assistant professors are only slightly better. While the pattern at every rank in similar, the results are much more pronounced at the full professor level. In 1999, full professors at William and Mary had roughly the same average salary as those at George Mason and made quite a bit more than the average full professor at Virginia Tech. By 2008, George Mason's full professors had moved ahead of those at William and Mary and Virginia Tech's full professors had caught up to and passed those at William and Mary.

We recognize that salary comparisons are very difficult. The composition of the faculty in each rank changes as faculty members retire and are promoted. But this happens at all schools, and we have no reason to suspect that faculty turnover is more or less rapid at William and Mary than at any of the other institutions. If we had observed falling relative salaries at only one rank, we might have been suspicious, but the pattern is stable across ranks. Also, each one of the institutions in the comparison group has had to deal with the same budget conditions as we have. The only conclusion we can come to is that these institutions have put a higher priority on increasing faculty salaries than we have at the College of William and Mary.

Two possibilities come to mind when trying to explain these graphs. First, it might be that the other Virginia institutions have been more successful in raising money dedicated to faculty salaries, either from the state or from private sources. Second, it might be that the other Virginia institutions have given faculty salaries a greater weight in their resource allocation decisions. If the fall in relative salaries results from poor fundraising, we urge the administration to redouble its efforts to convince the state government and private donors of the importance of keeping a competitive compensation package. If the fall in relative salaries results from shifting salary funds to other sources, we think that this practice should be reevaluated.

Figure 4 gives the percentage of full professor salaries to assistant professor salaries. The downward slope of the lines for William and Mary, University of Virginia, and George Mason indicates that these institutions have experienced salary compression. There is no evidence of salary compression at Virginia Tech. Salary compression is likely in situations in which starting salaries are driven up by market forces while salaries for more experienced faculty rise more slowly. Some salary compression is to be expected given the recent history of salaries. The graph shows, however, that salary compression is much more pronounced at William and Mary. We wonder whether this is a result of a conscious policy or simply a matter of drift from one year to the next.

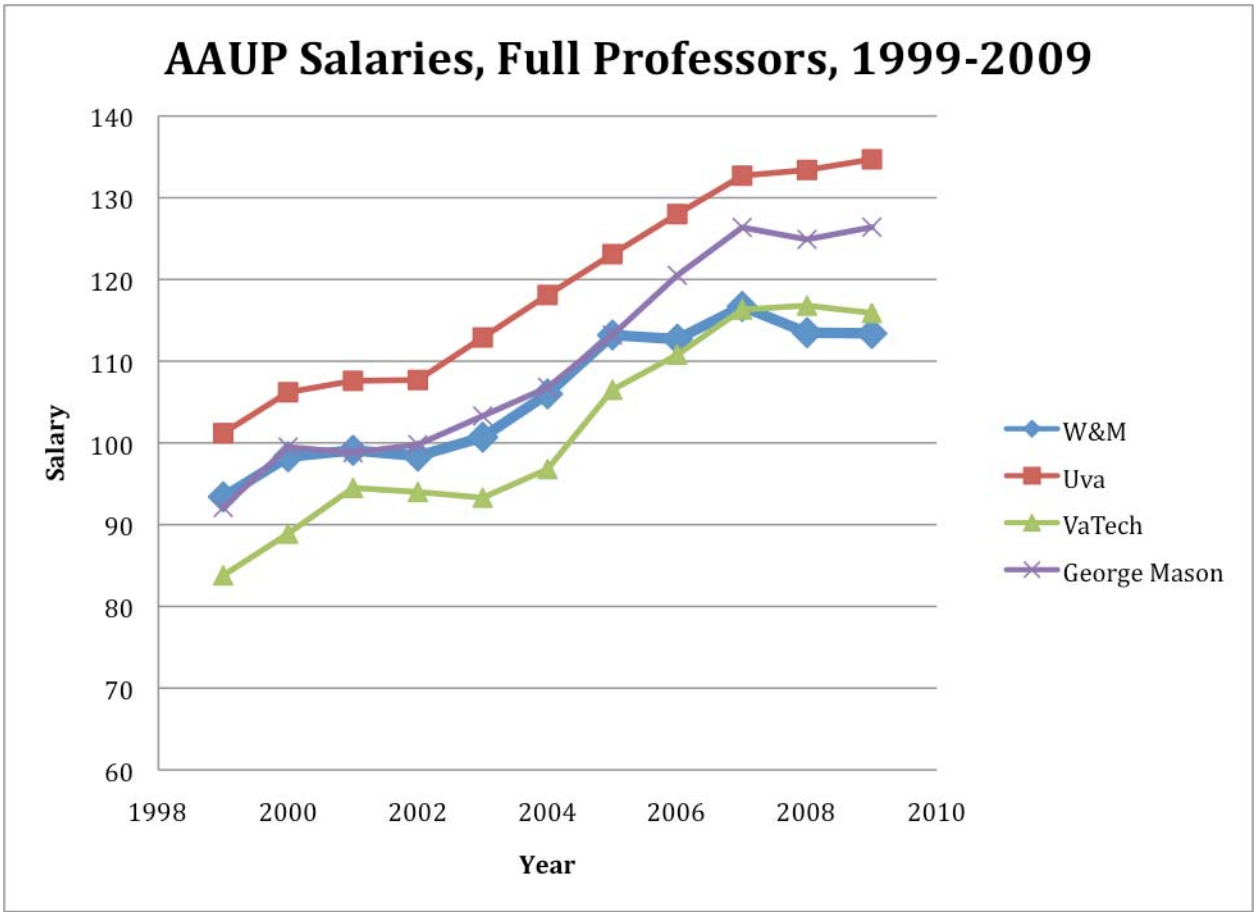
Conclusions

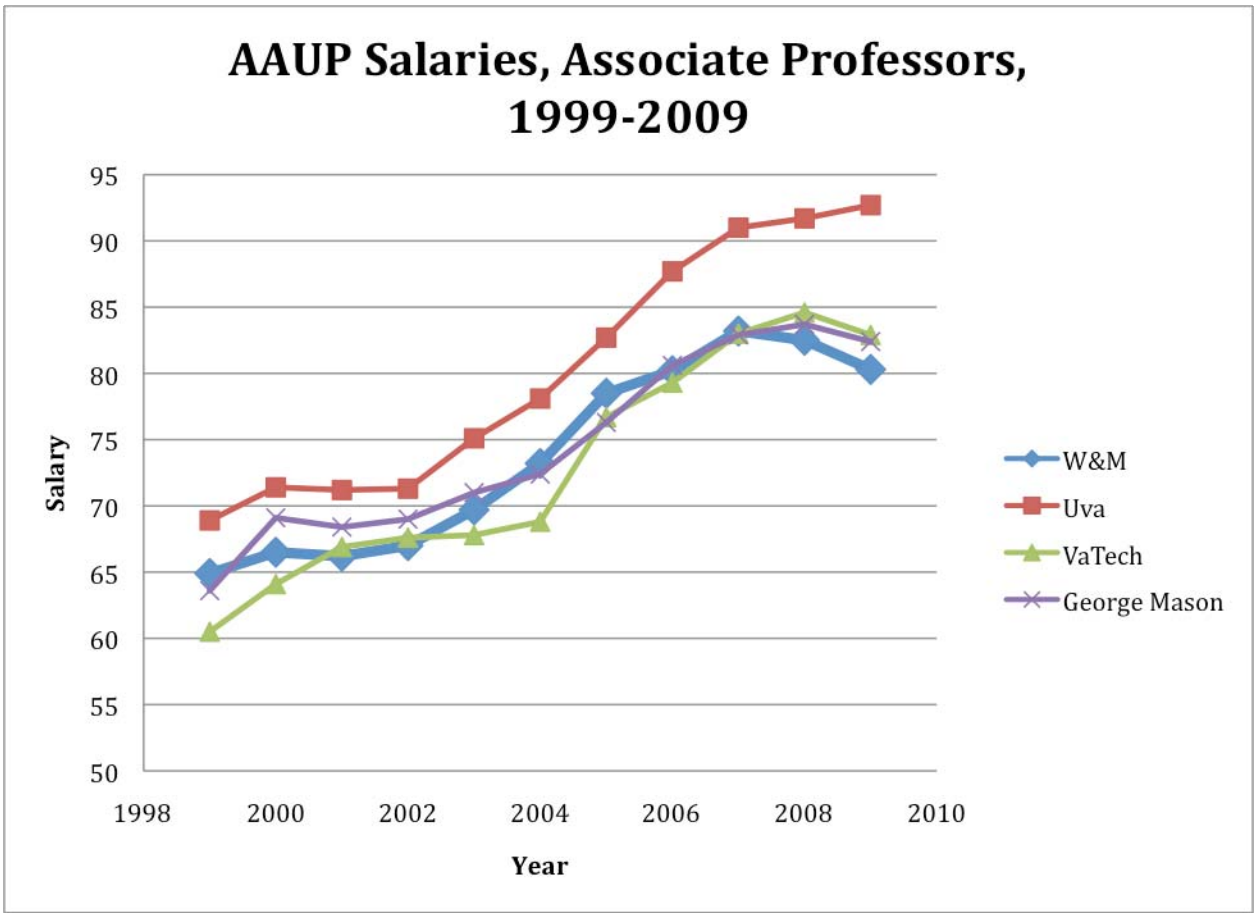
It is most likely that the slip in our relative position among state institutions traces to decisions we have made on campus. The normal turnover of faculty should result in some salary savings. If a full professor retires and is replaced by an assistant professor, in most cases the college saves some salary money. If that money were recycled in the salary pool, the average salary per faculty member would be unchanged. If that money is put to other uses, the average salary will go down. The results we have seen are consistent with a pattern of diverting salary savings to other uses. In this situation, assistant professors salaries should keep up or come very close to keeping up, but associate professor and full professor salaries would start to lag. We recommend that the practice of diverting salary savings to other uses be stopped.

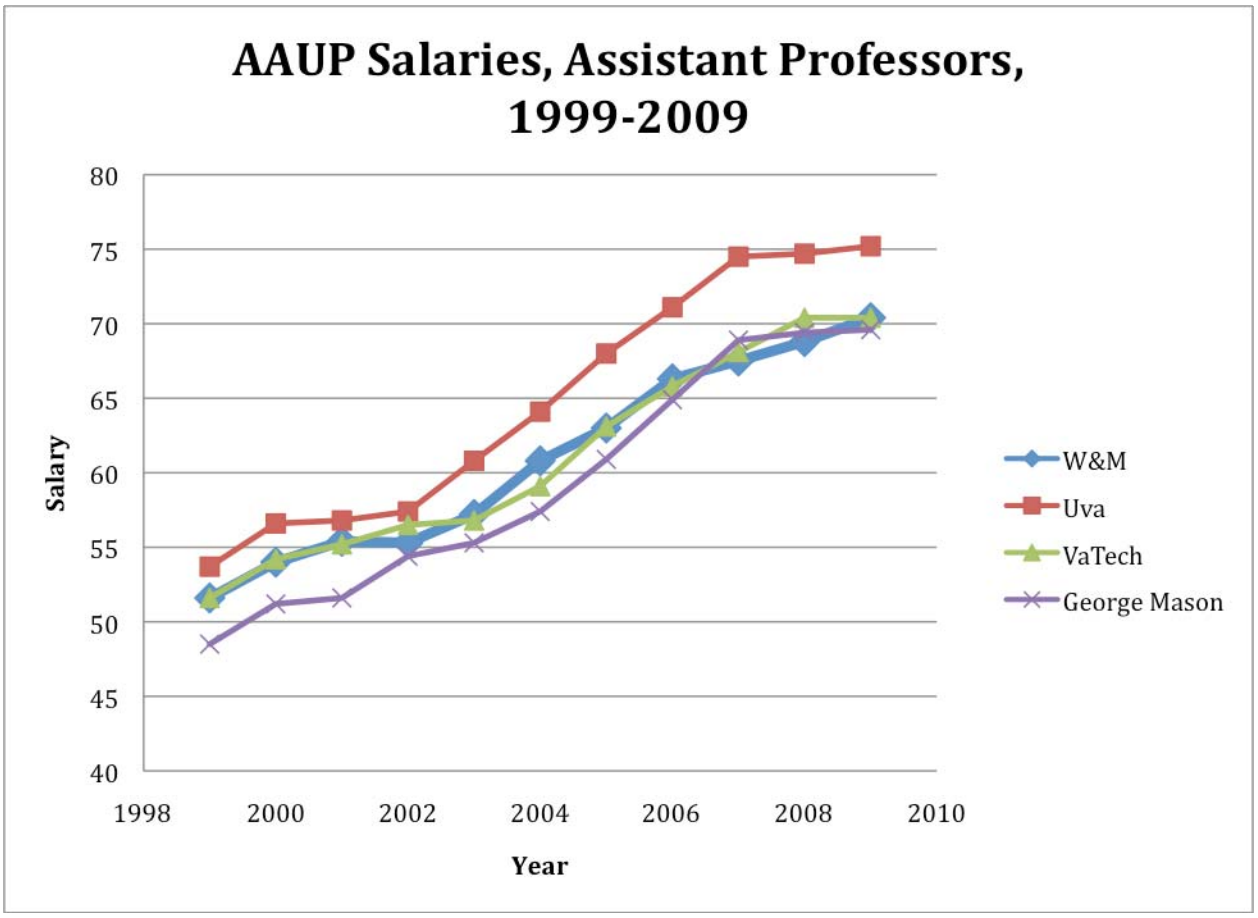
We recognize that this report deviates with the Faculty Compensation Board's normal pattern of comparing William and Mary salaries with our state peer group. We have no doubt that such comparisons would not be encouraging. We decided to compare our salaries with other state institutions to see if we are at least keeping up with other institutions that have weathered the storms we have. We are not happy to see that William and Mary salaries are not keeping up with this group.

Robert Archibald, Chair
Carl Carlson
Eric Chason
Dot Finnegan
Jackelyn McLendon

Mark Patterson
Sarah Stafford
Ned Waxman


AAUP Salaries, Full Professors, 1999-2009
140
130
120
110
100
90
80
70
60
Salary
1998
2000
2002
2004
2006
2008
2010
Year
W&M
Uva
VaTech
George Mason


AAUP Salaries, Associate Professors, 1999-2009
95
90
85
80
75
70
65
60
55
50
Salary
1998
2000
2002
2004
2006
2008
2010
Year
W&M
Uva
VaTech
George Mason


AAUP Salaries, Assistant Professors, 1999-2009
80
75
70
65
60
55
50
45
40
Salary
1998
2000
2002
2004
2006
2008
2010
Year
W&M
Uva
VaTech
George Mason