

Faculty Senate Meeting with the President

March 4, 2024

via TEAMS

Members Present:

Michael Allen, Sean Alley, Megan Atkinson, Steve Canfield, Melissa Comer, Kris Craven, Mark Creter, April Crockett, Andrew Donadio, Dennis Fennwald, Mary Lou Fornehed, Steve Frye, Syed Hasan, Samantha Hutson, Krystal Kennedy, Christy Killman, Matthew Langford, Jane Liu, Mark Loftis, Jeannette Luna, Jennifer Mabry, Twanelle Majors, Ann Manginelli, Lori Maxwell, Holly Mills, Wendy Mullen, Michael Natrass, Linda Null, Brian O'Connor, Joseph Ojo, Hyewon Park, Mustafa Rajabali, Christopher Reames, Steven Seiler, Scott Smith, Troy Smith, Sandi Smith-Andrews, Amber Spears, Leslie Suters, Kyle Turner, Hannah Upole, Brenda Wilson, Kimberly Winkle

Members Absent:

Teddy Burch, Scott Christen, Yun Ding, Richard Le Borne, Richard Rand, Lee Ann Shipley, Lenly Weathers

Guests Present:

Lee Wray

Senate President-Elect Rajabali called the meeting to order at 3:35 p.m.

Remarks by President Oldham regarding the completed Mercer Salary Study

The President outlined the basic information received regarding Mercer's recommendations. As a reminder, Mercer was tasked with making recommendations about changing our classification and pay structure to align better with the competitive market. Mercer compared us to other similar institutions versus using CUPA data.

The primary takeaway is that Tech faculty are on average 5% under the median, with some exceptions, and Tech staff are on average 16% under the median. Therefore, the greatest amount of adjustment will affect support staff more than faculty.

The \$1.76 million set aside for study recommendations will not get us to our goal of the market median; we will likely need upwards of \$5 million for all recommendations to be met within four years. The first round of adjustments will likely come in April and will be retroactive to January 1, 2024. There will be a 3% salary pool likely this summer that will help in continuing to adjust salaries to meet recommendations. The first round will impact roughly 75% of faculty and staff in some way; 70% of the money will likely go toward professional and support staff, with approximately 50% of that amount likely impacting support staff. The departments/colleges seeing the biggest initial impact will include Nursing, Fine Arts, Interdisciplinary Studies, Arts & Sciences, and the Volpe Library. All of this information is tentative and subject to change, and more granular data is expected to be available later. The university is devising a way to communicate the results of the study, the classification changes, and the proposed plan to meet recommendations. All employees should look for this information soon.

Generally, Senators were pleased and in agreement with the proposed plan. Most favor a focus on support staff as the highest priority. Others were concerned with salary inversions, though some may be taken care of with adjustments. Some were also concerned that the 3% salary pool this summer would not be used solely to work on market adjustments, but President Oldham does not favor abandoning merit entirely.

In unrelated topics, President Oldham shared the good news that we had surpassed \$40 million in research awards.

The meeting was adjourned at 4:42 p.m.

Approved: 03/25/2024