

Academic Assembly
May 9, 2011
1:30-3:30pm, STCN 130

MINUTES

Present: Karen Feldt, Andrew Davis, Paul Fontana, Mary Graham, Kristen Shuyler, Rob Rutherford, Francisco Guerrero, Allison Henrich, David Reid, Chuck Lawrence, Isiaah Crawford, Jacquelyn Miller, John Weaver, John Strait, Jason Wirth, Jeremy Stringer, Sonora Jha, Brenda Broussard, Katherine Raichle.

Excused: Chips Chipalkatti and William Kangas.

1. **Welcome by Karen Feldt**
2. **The Mercer Study and compensation issues (Guest Jerry Huffman, Associate Vice President for Human Resources and Matt Philip, Benefits Director).** Last week met with Board of Trustees, who gave their approval for the plan. The AcA committee presentation reviewed methodology, overview of peer institutions and benchmarks with a broader look at data points including market median. Using those comparisons, SU is at 96%, which means SU has a 1.4K pay gap. Biggest gap is with staff positions. Will need to extend out over a five year period. 500K has been set aside with 300K dedicated to faculty and 200K dedicated to staff increases. Feedback around costs for benefits specifically those costs in covering families has been a concern. Went to five providers, including Regents (our provider) and will invite them to our campus regarding what they can do for us around the topic of health care. It is likely we will invite a new provider in the future. For 403B, the study revealed that our 10% contribution is generous. We are engaging in the RFP process around providers for 403B beyond TIAA-CREF and Fidelity. Feedback has geared toward SU being a great place to work, but does not pay well. We can no longer use benefits and environment as a proxy to poor pay.
 - a. **Karen Feldt Question:** Explain the gap in our pay compared to the peer 11. **Jerry Huffman Answer:** Cost of employment in Seattle is 15% above the national average and SU is in line with those numbers.
 - b. **John Strait Question:** How will dollars be distributed with respect to faculty/school/college salaries? **Jerry Huffman Answer:** Dollars will be distributed to the Dean's. **Provost Crawford Comment to Answer:** We are thinking through a methodology with the Dean's to create a process which considers structure, faculty position, fairness, equity, confidentiality, and performance, to bring faculty in line as distributed within rank. The process will not just be the dean making the decision, but inclusive to others in recognizing the importance of avoiding unilateral decisions.
 - c. **John Strait Question:** How often will there be a periodic review? **Jerry Huffman Answer:** Every two years. This year SU will increase salaries at 2%. This does not include the benefits numbers, only the salaries.
 - d. **Katherine Raichle Question:** Is there a separate grievance process and pool of money for those who are currently unsatisfied with their salary? **Provost Crawford Answer:** A 5.7 million adjustment over five years will be made. The full adjustment cannot be made in one year as the university cannot afford such a large adjustment. This goes counter to what other peer universities are doing. As a result there will be fewer dollars for a few other things going forward.
 - e. **Mary Graham Question:** We will not be able to move forward with what in particular? **Provost Crawford Answer:** Dr Crawford will advocate for items in Strategic Action Plan. Specific items have not been cut. **Jerry Huffman Comment:** 200K does not go

very far and if spread too far becomes meaningless. We are trying to be as impactful as possible.

- f. **Jacquelyn Miller Comment:** People hired 2012 and beyond will not be affected by this process.
 - g. **Francisco Guerrero Question:** What is the process for grievance? **Answer by Provost Crawford:** Follow guidelines as stipulated in Faculty Handbook.
 - h. **Paul Fontana Question:** This achieves the goal of putting us a market median, yes? What about for initial year, have the contracts already sent out and if so, will there be an adjustment? **Jerry Huffman Answer:** Yes, those who received a contract and will receive an adjustment will get an adjustment. **Provost Crawford Answer:** The breakdown will be by college and in aggregate form by discipline.
 - i. **Jerry Huffman Comment:** Considering the difference between COLA and Cost of employment; the COLA for Seattle is 20%, while COE is 15%. For comparison sake, consider New York City, where the COLA is 70%. We cannot go by COLA.
 - j. **Rob Rutherford Question:** How will the pay structure we adjusted. **Jerry Huffman Answer:** We have adjusted our pay structures at a level that represents market median.
 - k. **Sonora Jha Question:** Why are we behind and how do we prevent this in the future? **Jerry Huffman Answer:** We will conduct a period review and make adjustments moving forward. Also, the last time a serious study was done was ten years ago and only looked at regional colleges.
 - l. **John Weaver Question:** How do we avoid creeping into benefits? **Jerry Huffman Answer:** There are things that we need to do in health care that do not play into cost share/structure such as wellness and choice.
 - m. **Jason Wirth Question:** What should I tell my college faculty when they find out that A&E is 10 points off market? **Jerry Huffman Answer:** I would tell them the history and that A&E may not have had resources to make adjustments.
 - n. **Kristen Shuyler Question:** Will there be an assessment moving forward at the future level or current level for 2011? **Jerry Huffman Answer:** Will be based on level at time of assessment.
 - o. Jerry Huffman mentioned that is willing to attend any faculty or staff meeting.
3. **Asian Studies Program Review (David Powers, Dean of A & S; Hazel Hahn, Chair of Asian Studies).**
- a. **Jason Wirth Introduction:** The program has done very well and with very little. They have done a great job with limited resources.
 - b. **Karen Feldt Question:** There are few majors in Asian studies. How many majors are there? **Answer:** 18 majors last year, right now we have 15. College hired faculty and program has grown at same time.
 - c. **Sonora Jha Question:** China study abroad cancelled for lack of interest, how are you handling that? **Answer:** Several students are going to Asia, while some cannot afford to go, so we have removed it as a requirement. Students have gone on study abroad to China and went last summer; only the most recent was cancelled.
 - d. **Jeremy Stringer Question:** Do you plan to hire a faculty member for Asian studies. **Answer:** No plans to provide a dedicated faculty member for Asian Studies. We can look at ways to grow and engage students as program grows. This need is not number one right now.
 - e. **Jacquelyn Miller Question:** Does it make more sense to have this as a track within International Studies? **Answer:** Yes, it possible, but program is popular and very young. Also, students are self-select and are interested in getting the language instruction, which is not common and makes it very different.

- f. **Provost Crawford Question:** Please speak to the weaknesses stated and recommendations from PRC? **Answer:** Due to small size of the major, we do not have the resources to address weaknesses and recommendations brought up, such as structure or the study abroad program.
 - g. **David Reid Question:** Please explain the comment of unclear scholarly progress? **Answer:** All the books and articles from faculty in program are not listed. The focus instead was on teaching than scholarship. This was more a matter of miscommunication.
 - h. **Dean David Power Comment:** It is a challenge yet important to offer the study abroad program. It becomes problematic for students without the financial resources.
4. **Women Studies Program Review (Dean David Powers, Mary-Antoinette Smith, Jodi O'Brien, Rose Ernst):**
- a. **Chuck Lawrence Introduction:** There are very few majors all of which are seniors this year. Also, there are issues around consistency and coherence.
 - b. **Mary-Antoinette Introduction:** As a point of clarification, there are actually have five majors with four graduating. Also, there is a correction in the PR: There are five required course for major 318, 382, and 480 in addition to those listed in program introduction. We are engaged in assessment focusing on Praxis, where our students take what they have learned and apply them right away in their work. Roll out will be the first quarter of fall quarter. Inter-college linkages are in place between colleges considering time constraints and scheduling. Have been a major since 2007. Challenge with recruiting students to the major. Three new majors joining us in the fall. PR has served as an opportunity to see where we are and to use as benchmarks for where we intend to go in the future.
 - c. **John Strait Question:** Are there any recommendations made that are misleading or inappropriate? **Answer:** Number two in the PR is concerning as it seems like a reduction to the program, which is not the case. Module one in the revised core will serve our major well as a draw for new majors.
 - d. **Jason Wirth Comment:** Are you designing courses which we combine majors such as women studies and engineering? **Answer:** Thank you and we do want to make these intercollegiate connections.
 - e. **Karen Feldt Question:** Why wouldn't this be a minor? **Answer:** The five courses that are required are foundation and backbone of major. There are electives beyond the five including the capstone. 30 credits for the minor. Also, we have an excellent caliber of students. Two students graduated with honors last year, this year we have one, and one was a mission day speaker.
 - f. **Jodi O'Brien Comment:** There is empirical evidence about the branding indicator for type of university a student is looking for. Conversation is happening nationally right now. Students look for a university that offers a women studies program.
 - g. **Allison Henrich Question:** Have you considered expanding the program to gender studies? **Answer:** Yes and there is a student initiative to include sexuality and gender studies.
5. **Call for vote on Asian Studies:**
- a. Discussion ensued around recommendations and weaknesses and how to handle those moving forward.
 - b. **Vote** – Recommendations from curriculum committee were approved and will be forwarded to the Provost.
6. **Call for vote on Women's Studies:**
- a. Discussion ensued around whether or not the program should be a major vs. minor and it was suggested that the discussion should be taken up with Provost and Dean, which would be the next step from this committee. Members also considered the purpose of marketing as related to major selection by students and how to make more students aware

of what is available at SU. The intention was not to take students from one major to another.

- b. **John Strait** - motion to make correction regarding number of required courses to five.
 - c. **Mary Graham** - strike the certificate program in number two.
 - d. **Vote** – Recommendations from curriculum committee were approved and will be forwarded to the Provost.
7. **Faculty Titles**
- a. **Kristen Shuyler Comment:** Library document and motions sent to committee via email. Discussion ensued around contracts and academic ranks.
 - b. John Strait seconded Kristen’s motions (as sent via email).
 - c. **Paul Fontana Comment:** Who should we send recommendations to regarding the Faculty Titles Doc? **Provost Crawford Answer:** Send recommendations to John Weaver and John Strait for FHRV, also Sandra Brierly in Faculty Services, and Karen Feldt for Academic Assembly.
 - d. **Vote** - Library document motions as recommended where approved and will be forwarded to the Provost.
 - e. **John Strait** - Move to adopt Faculty Titles Document as working document. Passed unanimously.
8. **By-Laws Amendments:** John Strait recommended modifying the PR Committee from 7 to 14 members and subjugating to two committees with one to handle existing programs and the other to handle new programs.
9. Meeting ended at 3:33pm.