

Minutes of
THE FACULTY SENATE
OF
ARKANSAS TECH UNIVERSITY

The organizational meeting of the 2019-20 Faculty Senate was held at 12:30 p.m. on Tuesday, September 10, 2019 in Rothwell 456. The following members were present:

Dr. Glen Bishop	Dr. Carey Ellis Laffoon
Dr. Pam Carr	Dr. Joshua Lockyer
Dr. Alejandra Carballo	Dr. Jeremy Schwehm
Dr. Jon Clements	Dr. Asim Shrestha
Dr. Michael Davis	Dr. Jamie Stacy
Dr. Pam Dixon	Dr. Brendan Toner
Dr. David Eshelman	Dr. Jack Tucci
Ms. Holly Ruth Gale	Dr. Alaric Williams
Dr. Newt Hilliard	

Absent: Dr. Joe Stoeckel; Dr. Scott Jordan; Dr. Shellie Hanna

Visitors: Dr. Robin Bowen; Dr. Barbara Johnson; Dr. Jeff Bright; Dr. Jeanine Myers; Dr. David Ward; Ms. Kayla Chambliss; Ms. Pat Chronister; Ms. Lou Ann Reeves

I. CALL TO ORDER Dr. Eshelman called the meeting to order and requested a motion to approve the August meeting minutes.

APPROVAL OF MINUTES **Motion by Dr. Tucci, seconded by Dr. Carballo to approve the minutes. Motion carried.**

Dr. Eshelman requested a motion to adjust the agenda to include an update from the University President.

Motion by Dr. Lockyer, seconded by Dr. Stacy to adjust the agenda. Motion carried.

REPORT BY PRESIDENT Dr. Bowen, University President, thanked everyone for a good start to the semester. She reported a record freshman enrollment at ATU for the Fall 2019 term. Freshman enrollment on the Russellville campus is up 21% with 1,726 freshman; Ozark campus is up 20% with 372 freshman. Paid student semester credit hours was up .2%, which allowed ATU to meet the fall budget.

Dr. Bowen reported a decrease of 2% in overall enrollment with 11,831 students after the 11th class day. The decrease in overall enrollment was attributed to various factors. Students are graduating closer to the four-year timeframe. The university saw a decrease in both graduate student enrollment and concurrent students. There is more competition for concurrent students as more universities are offering concurrent enrollment. International student enrollment has remained flat. There remains difficulty in securing visas for both international students, faculty, and staff.

Dr. Bowen stressed that student success is a top priority at ATU. Graduation rates are up over a three-year period (35.63% - 38.95% - 40.91%). Retention rates have fallen over the same period (71.36% - 70.33% - 69.31%). Dr. Bowen said she would be working closely with the VPAA, Dr. Johnson, on improving student retention.

Dr. Bowen discussed faculty compensation. The university has spent approximately 6 million dollars over the last five years toward CUPA pay increases. We currently stand at 94.6% of CUPA median. The goal is to get to 100%.

Dr. Bowen discussed progress toward the strategic plan goals and shared information on the university Master Plan. She passed around picture boards depicting current and planned projects, including a map of the new entrance and the Hull renovation. Dr. Bowen expressed her appreciation to the Arkansas Department of Transportation and the City of Russellville for working with the university on the new entrance. The 404 building acquired on El Paso currently houses the Department of Parks, Recreation, and Hospitality. The university has worked out an agreement with St. Mary's Hospital to continue use of South Hall.

Dr. Bowen mentioned the Tech Futures Plan. The deans and faculty will be working on the development of innovative programs. She noted the Arkansas Secretary of Education (Johnny Key) and the Arkansas Secretary of Commerce (Mike Preston) are interested in pilot programs. Based on population trends, Tech will focus on enrolling non-traditional students. This will include evaluating how and where we offer courses, including hybrid programs or using faculty and/or adjuncts to teach at satellite locations.

The Shared Governance Committee has been established. It will include Dr. Barbara Johnson, Dr. Mary Gunter, Dr. David Eshelman, Dr. Sean Huss, Dr. Carey Ellis Laffoon, Dr. Tennille Lasker-Scott, Dr. Pat Buford, and Dr. Rockie Pederson.

Dr. Bowen notified the Senate that the current search and hiring policy would remain the same. All job searches will require an open search. In recent job searches, 338 applicants were internal and 135 external applicants were hired for vacant positions (40%). Dr. Bowen shared data from the USC Race and Equity Center "Black Students at Public Colleges and Universities: A 50-State Report Card" study, in which Tech is rated last among universities in Arkansas based on the metrics used in the study. Some metrics used include the amount of diverse faculty and staff employed at the university. Dr. Bowen believes that open searches will increase minority representation on the campus. She shared institutional data over a 10-year period on total African American student enrollment, total number of African American faculty, total number of African American employees, total minority student enrollment, total number of minority faculty, and total number of minority employees. Based on institutional data, the percentage of African American students, faculty, and staff has increased, but overall numbers remain low in comparison to institutions within the state.

Dr. Bowen will be working with Just Communities, the Jewish Federation of Arkansas, and the mayor of Russellville to discuss concerns over white supremacy in the community.

Dr. Bowen asked that we treat each other respectfully and professionally, even when we disagree on important issues.

Dr. Eshelman opened the floor for questions. Dr. Lockyer asked Dr. Bowen if the hiring freeze was still in effect. Dr. Bowen asked for questions about faculty hiring to be directed to Academic Affairs. Dr. Johnson stated she is working with the deans on faculty hires.

REPORT BY VICE
PRESIDENT

Dr. Barbara Johnson, Vice President of Academic Affairs, reiterated that student success is a top priority at Tech. She discussed the importance of academic advising and the role of the faculty advisor.

Dr. Johnson discussed continued progress on the development of memorandums of understanding (MOUs) with two-year institutions. She announced two new MOUs with UACCM and Black River Technical College.

II. NEW BUSINESS:

CURRICULAR ITEMS

Dr. Eshelman explained to Senate that curricular items could be voted on individually or as a block.

Motion by Dr. Hilliard, seconded by Dr. Stacy to approve curricular items as a block.
Motion carried.

HUMAN RESOURCES

Mr. Robert Freeman, Director of Human Resources, will be invited to the next Senate meeting.

UNIVERSITY COUNSEL

Mr. Thomas Pennington, University Counsel, was out of town. The Freedom of Expression Policy was distributed to Senate. Dr. Eshelman notified Senate of the time constraints in considering and approving the policy.

Motion made by Dr. Bishop, seconded by Dr. Shrestha to approve the policy. Motion carried.

SALARY COMPRESSION PROPOSAL

Dr. Eshelman distributed the salary compression policy approved by the Salary and Benefits committee. He stated the policy has a two-pronged approach. One, to move toward salary increases for faculty at higher ranks with more years of service and two, to review/rectify issues with compression historically. Dr. Tucci mentioned adjunct pay had not increased in 10 years and Tech adjuncts are not compensated at the same rate as adjuncts at peer institutions. He also stressed that we have discussed adjunct pay over the years, but nothing has been done. Ms. Chambliss stated she has the data to support increases in adjunct pay. Dr. Eshelman requested senators review the policy with their constituents.

ALTERNATIVE CREDENTIALS POLICY

Dr. Eshelman stated an alternative credentials policy is needed under HLC guidelines to formalize a process that is already in place to allow for individuals without a terminal degree to teach specific courses. The formalized process/policy will allow us to provide documentation of alternative credentials and potentially lead to a database of faculty credentials. Dr. Eshelman asked for volunteers to serve on a ad hoc committee to develop an alternative credentials policy. Drs. Stacy, Williams, and Hilliard volunteered.

III. OLD BUSINESS:

POLICY WEBSITE

Mr. Pennington was out of town.

MEDICAL MARIJUANA PLICY

Dr. Shrestha stated that current University policy covers medical marijuana and there is no need to create a separate policy.

Motion made by Dr. Tucci, seconded by Ms. Gale to remove item from the Senate agenda.
Motion carried.

CLASS LENGTH	Dr. Tucci requested lab/class options be available on a Monday-Wednesday-Friday schedule with 1 hour 20 minute time blocks. Current practice only allows for longer time blocks on Tuesday and Thursday. Under current practice, courses that cannot be held on Tuesday/Thursday have difficulty in delivering content, specifically courses with a lab component, in the 50 minutes allotted on a Monday-Wednesday-Friday schedule. Dr. Tucci stated that the restrictions were in place because of space limitations, but that was before Tech opened the Brown building. Ms. Chronister said she has not received complaints about space recently. The Office of the Registrar will have to work with Academic Affairs to adjust the policy.
DEGREE AUDITS	Dr. Schwehm discussed the use of DegreeWorks as a way to reduce paperwork associated with completing degree audits. Currently, there are multiple departments utilizing DegreeWorks and not completing paper degree audits. Dr. Ellis Laffoon stated that Nursing no longer submits degree audits. Dr. Williams stated College Student Personnel does not submit degree audits as well. Dr. Schwehm mentioned the continued need for paperwork for course substitutions, but that there may be a way to use workflows in Banner to eliminate the need for paper submissions all together. It was noted that there is not consistency across the campus in how DegreeWorks is used. A request will be made for a representative from the Registrar's office to speak to faculty Senate about this issue and for Mr. Ken Wester to be invited to talk about the possibility of using Banner to eliminate paperwork.
PROMOTION AND TENURE COMMITTEE	Dr. Schwehm reported that the committee to review implementation of the DPTC met to discuss how to proceed. The committee, made up of Dr. Schwehm, Dr. Ellis Laffoon, Mr. Futterer, Dr. Huss and Dr. Kellner, will review the current guidelines for clarity and remove ambiguity. The committee will also review differences in implementation across the departments. Dr. Davis requested the committee review language that allows faculty to opt out of the process, or to submit a portfolio only when applying for promotion/tenure. Dr. Schwehm stated the committee would also look into different interpretations of the DPTC offering written recommendations.. Drs. Schwehm and Ellis Laffoon requested departments to share the rubrics they use as part of the DPTC process.
IV. OPEN FORUM	<p>Dr. Eshelman notified Senate that the Faculty Survey administered in May 2019 was not included in the May 2019 minutes. He requested that Senate consider if the survey should be included in the May 2019 minutes or added to the minutes at the next meeting of Faculty Senate. Dr. Clements suggested the survey results should be included in the May 2019 minutes to reflect the concerns of faculty at that time. Dr. Eshelman also inquired about the dissemination of the survey; it was mentioned that the survey results were emailed to ATU faculty. Dr. Schwehm requested that at the next meeting of Senate, a process should be established for a survey to be administered annually.</p> <p>Dr. Lockyer asked Dr. Johnson on the status of Excellence Award for Non-Tenured Faculty and the Outstanding Adjunct Award. Senate approved the awards in consultation with Academic Affairs the previous academic year with a target start date of May 2020. Dr. Johnson requested the committee that worked on creating the award forward her information on the procedures and award amounts. Dr. Schwehm said he would forward the information to Dr. Johnson.</p> <p>Dr. Ellis Laffoon asked for information about healthcare costs because open enrollment is approaching. Dr. Eshelman mentioned that Mr. Bob Freeman, Director of Human Resources, can discuss healthcare pricing at the next Senate meeting. Alternatives to the current pricing were discussed, including a reevaluation of the levels designated for tiered pricing. It was mentioned that insurance prices were increasing because of Tech's obligations to cover insurance for retired employees. Dr. Davis, a member of the Insurance Committee, said</p>

Tech's obligations to provide insurance to retired employees is not to blame for rising insurance costs, but the general trend in insurance rates and that our current insurance provider has paid out more claims than it has taken in premium.

Dr. Schwehm noted he had reached out to Dr. Jeff Robertson, Interim Dean of the Graduate College, about changing the handbook to allow for a member of the faculty to chair the Graduate Council. Dr. Schwehm will work with Dr. Robertson and report to Senate.

V.
ANNOUNCEMENTS
AND
INFORMATION
ITEMS

Dr. Schwehm reminded everyone that September is Childhood Cancer Awareness month. He asked everyone to be aware of any activities or fundraisers going on in the community.

Dr. Clements announced the Parent's Day concerts.

Dr. Bishop announced a golf tournament to support the Dr. Theresa Herrick scholarship at Arkansas Tech.

Dr. Ellis Laffoon notified Senate of the Stop the Bleed initiative. This initiative is for everyone to learn how to apply a tourniquet. Ask Dr. Ellis Laffoon if you are interested in having someone visit your class.

Dr. Stacy announced that September is also preparedness month. Students in EAM are participating in a Penny War as part of preparedness month activities.

VI. ADJOURNMENT

Motion made by Dr. Stacy, seconded by Dr. Tucci to adjourn. Motion carried.

Respectfully submitted,



David Eshelman, Ph.D., President



Jeremy Schwehm, Ph.D., Secretary

Total African American Student Enrollment, Fall of:											Fall 2009 % African American Enrollment	Fall 2018 % African American Enrollment	10 Year Change in % of African American Enrollment
Inst.	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
ASUJ	1,918	2,130	2,133	2,108	1,923	1,834	1,788	1,836	1,831	1,737	15.8%	12.7%	-3.1%
ATU	413	529	604	778	811	919	999	921	870	761	4.7%	6.3%	1.6%
HSU	695	708	815	840	822	846	826	824	715	774	19.5%	19.5%	0.1%
SAUM	927	1,007	1,002	923	909	945	962	976	1,061	1,033	28.7%	23.1%	-5.6%
UAF	1,040	1,128	1,246	1,278	1,284	1,330	1,334	1,308	1,268	1,217	5.2%	4.4%	-0.9%
UALR	3,364	3,060	2,990	2,879	2,787	2,625	2,599	2,534	2,603	2,408	25.6%	22.9%	-2.7%
UAM	1,066	1,121	1,275	1,265	1,111	1,051	895	972	935	878	30.6%	28.2%	-2.4%
UAPB	3,572	3,225	2,973	2,639	2,394	2,295	2,422	2,546	2,376	2,313	94.2%	89.7%	-4.5%
UAMS	262	252	266	270	266	260	269	221	228	231	9.4%	8.4%	-1.1%
UAFS	287	352	314	297	316	300	260	250	278	250	3.9%	3.8%	-0.1%
UCA	1,711	1,780	1,689	1,797	1,942	2,011	1,913	1,788	1,722	1,689	14.5%	15.1%	0.6%

Total African American Faculty (full-time), Fall of:											Fall 2009 % African American Faculty	Fall 2018 % African American Faculty	10 Year Change in % of African American Faculty
Inst.	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
ASUJ	37	35	31		33	30	33	33	32	35	7.5%	6.7%	-0.8%
ATU	4	4	5	5	6	6	8	9	10	12	1.3%	3.2%	1.9%
HSU	9		7	10	10	8	10	8	6	6	5.2%	3.3%	-1.9%
SAUM	13		12		11		10	6	10	12	8.0%	7.2%	-0.8%
UAF	37	36	39	34	37	38	35	36	38	40	3.7%	3.3%	-0.4%
UALR	37		22	21	21	27	30	33	34	23	6.8%	5.3%	-1.5%
UAM	8	9	7	6	6	8	9	8	10	8	5.4%	4.9%	-0.5%
UAPB	109	107	114	107	98	93	96	99	95	85	63.0%	55.2%	-7.8%
UAMS	13		13		7		12	10	7	12	2.8%	5.8%	3.0%
UAFS	6	7	9	11	9	6	7	10	10	8	2.7%	3.5%	0.8%
UCA	18		18	19	24	24	23	25	23	24	3.5%	4.3%	0.8%

Total African American Employees (full-time), Fall of:											Fall 2009 % African American Employees	Fall 2018 % African American Employees	10 Year Change in % of African American Employees
Inst.	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
ASUJ	156	160	145		163	157	163	162	175	182	10.3%	11.5%	1.3%
ATU	12	12	12	14	16	18	25	27	26	29	1.6%	3.1%	1.5%
HSU	67		65	73	75	67	53	48	44	43	14.4%	10.1%	-4.3%
SAUM	45		45		43		38	36	37	48	13.0%	11.8%	-1.2%
UAF	260	264	274	265	268	310	326	328	324	307	5.9%	6.0%	0.2%
UALR	306		292	312	318	313	331	345	356	328	20.3%	23.8%	3.5%
UAM	55	54	56	52	55	58	58	61	76	72	14.4%	17.7%	3.3%
UAPB	523	523	527	535	513	486	484	511	524	514	81.7%	81.5%	-0.3%
UAMS	692		621		656		870	850	852	796	20.1%	18.3%	-1.8%
UAFS	21	22	27	27	27	19	23	29	29	27	3.8%	5.2%	1.4%
UCA	113		126	120	139	142	148	155	145	138	8.8%	9.5%	0.6%

Source: IPEDS

Missing data may be the result of a lack of institutional reporting to IPEDS

Total Minority Student Enrollment, Fall of:											Fall 2009 % Minority Enrollment	Fall 2018 % Minority Enrollment	10 Year Change in % of Minority Enrollment
Inst.	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
ASUJ	3,757	3,956	3,874	3,805	3,557	3,400	3,414	3,637	3,549	3,428	30.9%	25.0%	-5.9%
ATU	1,330	1,621	1,808	2,061	2,432	2,688	2,876	2,803	2,820	2,857	15.1%	23.6%	8.5%
HSU	1,045	1,089	1,162	1,204	1,185	1,216	1,182	1,187	1,108	1,277	29.3%	32.2%	2.9%
SAUM	1,166	1,244	1,265	1,178	1,172	1,313	1,829	2,337	1,950	1,615	36.1%	36.1%	0.0%
UAF	4,177	4,592	5,101	5,552	5,966	6,424	6,691	6,841	7,043	7,174	21.0%	25.8%	4.8%
UALR	4,646	4,994	5,241	5,154	5,218	5,046	5,233	5,176	4,985	4,688	35.4%	44.6%	9.2%
UAM	1,155	1,276	1,484	1,493	1,405	1,369	1,181	1,277	1,294	1,187	33.2%	38.2%	5.0%
UAPB	3,664	3,310	3,055	2,718	2,493	2,395	2,530	2,688	2,511	2,473	96.6%	95.9%	-0.7%
UAMS	537	547	568	631	672	723	744	765	798	745	19.4%	27.0%	7.7%
UAFS	2,170	1,906	1,965	1,853	1,866	1,923	2,023	2,072	2,224	2,213	29.6%	33.8%	4.2%
UCA	3,659	3,450	3,468	3,461	3,642	3,783	3,757	3,686	3,609	3,547	31.1%	31.7%	0.7%

Total Minority Faculty (full-time), Fall of:											Fall 2009 % Minority Faculty	Fall 2018 % Minority Faculty	10 Year Change in % of Minority Faculty
Inst.	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
ASUJ	108	102	96		106	111	107	102	137	133	21.8%	25.3%	3.5%
ATU	27	25	27	25	30	28	33	34	45	49	9.0%	13.2%	4.2%
HSU	29		23	31	29	29	35	36	36	39	16.7%	21.3%	4.6%
SAUM	32		27		23		28	29	30	28	19.8%	16.8%	-3.0%
UAF	185	203	224	206	223	251	270	294	313	350	18.4%	28.5%	10.1%
UALR	103		148	147	146	132	143	146	154	145	19.0%	33.6%	14.6%
UAM	15	16	14	14	16	18	19	19	20	16	10.1%	9.8%	-0.3%
UAPB	136	135	141	132	123	120	125	127	132	122	78.6%	79.2%	0.6%
UAMS	104		113		37		35	37	37	43	22.8%	20.8%	-2.0%
UAFS	29	40	47	48	42	45	49	48	49	47	13.0%	20.7%	7.7%
UCA	52		57	69	81	93	83	88	88	98	10.2%	17.6%	7.4%

Total Minority Employees (full-time), Fall of:											Fall 2009 % Minority Employees	Fall 2018 % Minority Employees	10 Year Change in % of Minority Employees
Inst.	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
ASUJ	283	277	264		316	289	293	287	357	355	18.6%	22.5%	3.9%
ATU	52	53	54	55	62	64	81	84	94	100	7.0%	10.7%	3.8%
HSU	101		94	105	104	97	88	87	87	91	21.8%	21.4%	-0.4%
SAUM	65		63		59		60	63	63	72	18.7%	17.7%	-1.0%
UAF	788	838	883	880	951	963	1052	1104	1194	1242	17.8%	24.5%	6.6%
UALR	409		540	538	538	514	529	534	569	538	27.1%	39.0%	11.9%
UAM	62	61	65	63	69	73	72	77	91	85	16.2%	20.9%	4.7%
UAPB	562	561	565	573	554	523	525	549	571	569	87.8%	90.2%	2.4%
UAMS	1046		973		1066		1426	1572	1561	1450	30.4%	33.4%	3.0%
UAFS	77	93	112	102	95	81	89	92	93	92	13.9%	17.8%	4.0%
UCA	177		209	215	250	275	268	277	273	276	13.8%	18.9%	5.1%

Source: IPEDS

Missing data may be the result of a lack of institutional reporting to IPEDS

ARIZONA

Statewide Equity
Index Score

2.45



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY			GENDER EQUITY			COMPLETION EQUITY			BLACK STUDENT-TO-BLACK FACULTY RATIO							
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Arizona State University-Downtown Phoenix	5.8	5.4	0.4	A	69.7	30.3	13.4	D	60.1	61.5	-1.4	A	478	20	24:1	B	3.00
Arizona State University-Polytechnic	4.2	5.4	-1.2	B	31.9	68.1	24.4	F	34.9	58.5	-23.5	F	141	7	20:1	A	1.75
Arizona State University-Tempe	3.7	5.4	-1.7	B	49.0	51.0	7.3	C	49.3	63.8	-14.5	D	1441	46	31:1	B	2.25
Arizona State University-West	5.6	5.4	0.2	A	59.6	40.4	3.3	B	43.8	60.5	-16.6	D	151	8	19:1	A	3.00
Northern Arizona University	2.9	5.4	-2.5	B	57.6	42.4	1.3	A	43.3	51.7	-8.3	B	627	18	35:1	C	3.00
Northern Arizona University	3.6	5.4	-1.8	B	50.7	49.3	5.6	B	43.9	60.6	-16.7	D	1039	37	28:1	B	2.50
University of Arizona-South	4.2	5.4	-1.2	B	50.0	50.0	6.3	C	I	8	0	0	F	1.67

ARKANSAS

Statewide Equity
Index Score

2.00



COLLEGE/UNIVERSITY	REPRESENTATION EQUITY			GENDER EQUITY			COMPLETION EQUITY			BLACK STUDENT-TO-BLACK FACULTY RATIO							
	BLACK STUDENTS %	BLACK 18-24 YR OLDS %	% DIFFERENCE	GRADE	BLACK WOMEN %	BLACK MEN %	NATIONAL % DIFFERENCE	GRADE	BLACK GRAD RATE %	OVERALL GRAD RATE %	% DIFFERENCE	GRADE	BLACK STUDENTS 2016	BLACK FACULTY 2016	RATIO	GRADE	EQUITY INDEX
Arkansas State University	12.0	19.4	-7.4	D	57.1	42.9	0.8	A	26.0	38.9	-12.8	D	867	33	26:1	B	2.25
Arkansas Tech University	8.7	19.4	-10.7	D	44.2	55.8	12.1	D	20.8	42.1	-21.3	F	588	8	74:1	F	0.50
Henderson State University	23.3	19.4	3.9	A	54.3	45.7	2.0	A	23.2	32.9	-9.7	C	650	8	81:1	F	2.50
Southern Arkansas University	27.2	19.4	7.9	A	56.1	43.9	0.2	A	23.7	33.0	-9.4	C	767	6	128:1	F	2.50
University of Arkansas	4.6	19.4	-14.7	F	51.2	48.8	5.1	B	48.6	62.5	-13.9	D	916	36	25:1	B	1.75
University of Arkansas at Little Rock	25.1	19.4	5.7	A	66.0	34.0	9.7	D	13.6	24.9	-11.3	C	1110	30	37:1	C	2.25
University of Arkansas-Fort Smith	3.7	19.4	-15.6	F	60.8	39.2	4.5	B	20.3	25.5	-5.1	B	158	10	16:1	A	2.50
University of Central Arkansas	16.7	19.4	-2.6	B	63.2	36.8	6.9	C	26.5	42.3	-15.8	D	1330	25	53:1	D	1.75

PROPOSAL TO ADDRESS SALARY COMPRESSION

Salary compression among faculty arises when there are no systems in place to raise regularly the salaries for those who have achieved the highest rank within their instructor category. The university has promotion policies that allow for salary increases at select intervals (i.e., going from Assistant Professor / Instructor to Associate Professor / Senior Instructor or from Associate Professor / Senior Instructor to Professor / University Instructor). However, once an individual has reached the highest rank (Professor / University Instructor), there is no means for additional pay increase beyond cost of living allowances. This means that, for instance, within the same department, a faculty member who has served twenty years at the Professor rank could make the same salary as a faculty member who has served one year at the Professor rank. (Note: Adjunct faculty should be considered as having achieved the highest rank in their category, since ATU provides no means of promoting adjuncts.)

To alleviate salary compression, the Faculty Senate advises a two-pronged approach:

1. Eliminate compression in the future. Create a system that allows for yearly salary increases over and above the cost of living allowance and apply these increases to faculty serving at the level of Professor, University Instructor, or long-serving adjunct level (see below for more on adjuncts).
2. Address compression that is already in place. Find ways to adjust salaries to alleviate the compression that already exists (i.e., calculate what salary a long-serving faculty member would be earning if de-compression policies had been in place at the time when that faculty member achieved the highest rank; then find ways to raise the affected salary to this ideal level).

These two approaches do not need to be implemented simultaneously. #1 can be implemented now (simply add an additional percentage salary increase over and above the COLA to those serving in the highest rank). #2 can be addressed now or intermittently, as funds are available.

NOTE ON ADJUNCTS: As stated above, adjuncts should be considered to be serving at the highest rank, since no promotion structures exist at ATU for adjuncts. It is suggested that adjuncts receive decompression adjustments after having taught 54 hours, with additional adjustments made every 18 hours taught. Because of the nature of adjunct work, these hours need not be consecutive or bound by any yearly schedule.

NOTE ON SPECIAL CASES: This policy should not be used to reduce the salaries of those faculty members who, for instance, serve as Distinguished Professors or whose salaries swelled as a result of administrative work.