Senate Ad Hoc Committee on Faculty Salaries

Minutes--September 26, 2003

Present: Alice Christ, Richard Furst, Raju Govindarajulu, Kathi Kern, Mitzi Johnson, Ernest J. Yanarella (Chair)

The meeting began at 9:10AM.

The chair reviewed the committee charge and set as a more reasonable deadline date November 15, 2003, not October 31, as requested by the Senate Council. R. Govindarajulu reviewed some of the factors that have contributed to the growing salary discrepancies between professorial levels-including the effects of the faculty performance review matrix, the rising floors for incoming assistant professors influenced by market conditions. A. Christ brought to the attention of the committee the effort and mechanism used by Morehead State University to address its poor showing among benchmarks and grapple with issues of salary compression and inversion. R. Furst pointed out that salary compression/inversion was not unique to UK and compared the situation of his college (Business and Economics) with the University generally. M. Johnson drew upon her college's experience in beginning to grapple with problems associated with faculty salaries of tenure-track assistant professors. The instituting of the Wethington awards and raising of minimal salaries in Medicine to $72,000, as well as the automation of data within the College and across departments, were highlighted. She also pointed to work by the Work-Life Task Force and Presidential Commission on Women dovetailing with this committee's concerns. K. Kern bemoaned the fact that there were no mechanisms for addressing salary inequities in the College of Arts and Sciences, leading to faculty morale problems attendant from "merit" increases that did not match annual inflation and cost of living increases. Various ways of getting a handle of UK's situation relative to the benchmarks and the national context were discussed. As the meeting closed, the committee began to seek to separate out merit vs. equity concerns and ask to what extent this committee could effectively address the issue of how any proposals or recommendations should be funded.

The meeting ended at 10:47AM.