

**Minutes**  
**UW-Green Bay University Committee**

Present:

Scott Furlong (Chair)

Chris Style

Dean VonDras

Kevin Roeder

Donna Ritch

Terance O'Grady

Paula Ganyard (Academic Staff Rep.)

20 September 2006

3:15 p.m., CL 825

Previous Meeting:

06 September 2006

Guests: Provost Sue Hammersmith; Assistant Chancellor Dean Rodeheaver

1. The minutes of 6 September 2006 were approved as presented.
2. Information Exchange with Provost Sue Hammersmith.
  - a. Faculty Eligibility for Overload Pay – Over the summer a number of policies regarding faculty pay were brought together to comprise one document. An issue still being researched is the ability of a faculty member to receive overload pay if any of their current salary is paid through federal dollars. The Provost is seeking an opinion from the American Association of State Colleges and Universities. After the Provost left, the University Committee suggested that the Provost should also seek guidance from the appropriate people at UW System.
  - b. Curricular Handbook – There was a wide ranging discussion on the procedure for course recommendations/approvals, specifically the role and juncture of input by the Provost and academic deans.
3. Continuing Business
  - a. Chancellor's 10% Discretionary Portion – Dean Rodeheaver described the pay process for merit and promotion, and how discretionary dollars were used in the past when available, and talked about the research on salary compression. In seeking an opinion from the UC, two questions were posed in regard to how these funds (if available) might be used this year: 1) Should we continue to use these dollars to fund the additional promotion increases of our faculty to the level of \$2500 for Associate and \$4000 for Full? and 2) If this is not done, or if a balance is left after this, how should these funds be used? In light of recent studies which suggest that using these dollars for salary compression has made an important impact, the UC recommended that funds continue to be used for promotion increases. The UC will develop guidelines for any remaining dollars which will be provided to the Deans for consideration of: 1) equity distribution among faculty at the Associate and Assistant Professor ranks where an Assistant makes as much as, or more than, an Associate (only if pay is not a result of previous merit decisions related to performance); 2) equity distribution among faculty at the same rank, if warranted; 3) retention of faculty; and 4) production/merit of faculty broadly defined to include all areas (teaching, scholarship, and service).

- b. Chapter 7 Resolution – Material for the upcoming Senate meeting was discussed. Scott prepared two documents that will be sent to the Senate for its special meeting of September 27.
  - c. Criminal Background Checks (CBC) – It was noted that the current CBC process is being reviewed to determine, among other things, which individuals will get the results of, or need to know, the information garnered by a CBC of a potential hire. The UC decided it would invite Melissa Jackson and/or Sheryl Van Gruensven to an upcoming meeting to present the policy/procedure, once determined.
  - d. Administrator Evaluations – The UC discussed development of a subcommittee to institutionalize the evaluation process.
4. New Business
- a. Internal Capital Campaign Committee – Names of faculty members will be forwarded to Steve Swan for consideration on this committee.

Respectfully submitted,

Kevin Roeder, secretary pro tempore