

Faculty Senate Meeting

October 7, 2025
Room 1314, 5:15 PM

Call to Order: – Holly Martin, 5:15 PM

Roll Call:

Attending: Lee Brown, Jami Casenelli, Craig Giffin, Joel Farkas (Secretary), Marybeth Hunt, Holly Martin (Chair), Lauri Reidmiller (Vice Chair), Doug Rhodes, Andrew Walker (BOG)

Absent: Heather Carter, Greg Hill, Elizabeth Knick (Staff rep)

Visitors: None

Approval of minutes from September 2025 Senate Meeting

The minutes of the previous meeting were approved as distributed, without objection.

Updates:

BOG Representative - Andrew Walker

The BOG is meeting next Tuesday. There are a few policies out for comment. There are no substantial changes, mostly just wordings and updates to current practice. Among these is a policy to define part-time staff, clarification of accreditation and degree standards, and an update to tuition for students 65 and older.

The Arts & Sciences division is giving the next board tour.

ACF Representative- Joel Farkas

The ACF retreat will be next month. Joel is planning the agenda, and will have much more to update in the December meeting.

Salary scale

Joel's proposed scale was well-received by the senators, and Alice Harris provided helpful feedback. Joel and Holly will present this to the executive team next Wednesday

Old Business

All senators and the BOG rep are up for election in April.

Annual review trainings will happen later this semester, possibly after thanksgiving.

Dr Lancaster has said that anyone who meets masters equivalency has been granted it. If anyone has been overlooked, they should contact him.

Students are parking in faculty spaces. It is possible that the markings are faded and difficult to read. Al Collins may start issuing warnings to students.

New Business:

There was a discussion of summer, overload, and adjunct pay. For full-time faculty, it was generally agreed that degree, rank, and experience should all be considered in some way. It was suggested that overload and summer pay could be standardized as a percentage of the faculty's full time contract salary, since those previous considerations are already considered as part of that. For example, ten 3-hour classes is essentially a full time load, so one 3-hour class earns 1/10 of the full-time contract salary. It was generally agreed the summer and overload pay should be less than this, because adding an additional class doesn't add of other faculty duties such as committee and advising work. But the group did not agree on a specific fraction.

It was generally agreed that adjunct pay is difficult to determine what constitutes "fair" pay, but that this should also take into account degree and experience. It was suggested that perhaps adjunct pay should have a scale separate from overload and summer for full-time faculty. Joel will inquire how other schools handle this at the ACF retreat next month.

There was a brief discussion over expectations to be on campus a specific number of hours, or days per week, especially over break. This seems to vary by division.

Upcoming Meetings

Tuesday, November 4 – 5:15 pm – Room 2214

Tuesday, December 2 – 5:15 pm – Room 2214

Adjournment – Holly Martin, 7:11 PM

Submitted: Joel Farkas, Secretary

Pay Scale proposal

Joel Farkas proposed a method to apply raises, if/when funding becomes available.

The 2023 pay scale was intended as a hiring tool, but the set minimums have also been applied to current faculty after promotion. There are currently no mechanisms for individual faculty to increase their salary. Increases only come from promotion (10%) or state-funded increases, which are applied across-the-board. Since these increases have been less than the differences in minimum salaries from one rank to the next, the minimum salaries will effectively become the salary scale for most faculty.

All faculty who were given a raise to the 25% mark in 2023, and then promoted after the 2023 scale adjustment will make the minimum salary after two promotions.

The timing of the state-funded \$2500 raise in 2024 also created immediate inequities across faculty, based on the timing in their promotion cycles. Any faculty promoted in 2024 or 2025 now make significantly less than someone promoted in 2023. This is because faculty promoted in 2023 saw a 10% raise upon promotion, followed by the raise to the 25% mark at their rank later in 2023, and the state-funded raise in 2024. This puts their current salary \$2500 above the scales current 25% mark.

Whereas faculty promoted in 2024 or 2025 saw the 2023 raise to the 25% mark at their rank, followed by the state-funded raise in 2024 before a 10% raise upon promotion.

This puts their salaries near the 25% mark. (Full professors are \$63 below, associate professors are \$375 below, and assistant professors are \$563 above.)

The '2nd year at rank penalty' is worst for full professors, where a full professor promoted in 2024 not only makes much less than colleagues promoted 1 year earlier, but also slightly less than colleagues promoted 1 year later.

To address these issues, Joel proposed that the minimums all be increased by \$2500, and a stepped scale be applied if/when funding becomes available. Application of this scale would give smaller raise to those who benefitted most from the timing of the past 3 years adjustment, and larger raises to those who benefitted the least. If applied in 2025-2026, some inequities would still exist, but would be smaller. If applied in 2026-2027, nobody would make less than a colleague with fewer years at the same rank.

	Just promoted	2nd year at rank	3rd year at rank	4th year at rank	5th year at rank
Professor	\$69,000.00	\$69,696.90	\$70,400.84	\$71,111.89	\$71,830.12
Associate Professor	\$60,000.00	\$60,670.50	\$61,348.48	\$62,034.05	\$62,727.27
Assistant Professor	\$51,000.00	\$51,864.15	\$52,742.94	\$53,636.63	\$54,545.45
Instructor	\$44,200.00	\$44,909.75	\$45,630.91	\$46,363.64	