College of Social Science Faculty Advisory Council Meeting

Friday, October 20, 2023

1:00 PM

Zoom

**Meeting Minutes**

**Present:** Ryan Bowles (HDFS), Carl Davidson (CSS Assoc. Dean), Dulebohn, James (HRLR), Sue Grady (GEO), Joseph Hefner (ANP), Joseph Kozakiewicz (SW), Trish Machemer (SPDC), Mahesh Nalla (CJ), Zach Neal (PSY), Victoria Pierce (DEI Office Manager), Ethan Segal (HST), Michael Wahman (PLS), Jay Wilson (EC)

**Absent:** Erik Altmann (PSY), Clifford Broman (SOC), Brent Donnellan (Dean), Stormi Rios (Exec Staff Asst.),

**AGENDA**

1. **Compensation for Unit Administrators**

The Council reviewed the information regarding the administrative positions. The council commented that Graduate Program Director is a position that has large variation in responsibilities across depts. All other workloads in other positions are similar. Staff help seems sufficient.

A common problem across other colleges at the University is that some colleges are putting together guidelines. Other colleges are leaving it to the associate dean of faculty affairs on an individual basis. Standardization favored by the council to create equity. Other colleges have more modest packages.

There was discussion on if the council wants the whole group to review and discuss or create a smaller subcommittee. Favor towards having a subcommittee to review the data and information and organize.

The Council had a discussion on what the concerns are. Budget is the largest concern, cannot fund grad programs. Departments have a responsibility to the University. Most units and depts have a 10% allocation to service. Conversation broadened regarding changing structure of the compensation, potential to change compensation to service awards, rather than compensation.

The Council wanted to know how much time is spent in these roles. There was concern between the size of the department and the compensation. Seemed to be no correlation in the data. The concern raised for small departments, that they do not have enough faculty to serve on all the committees or other roles required. Faculty often serves on more than one role. Concerns in taking away research time which correlates to raises.

The concern was raised about do we need all these positions and position creep. The questions were asked if there is trouble filling, are they all needed? Point raised that it is an enriching experience for faculty.

The group discussed opportunity cost when someone is in one of these positions. When they are in these positions, they are not doing research or writing grants. Most of the time, these are shielding junior staff from these positions. Usually, senior staff fill these positions. It was noted that the number of committees is increasing.

Trish wants to put out a survey; what are all the service commitments staff are doing, how long is this work taking, why are we doing the service?

The Council discussed how it is the department chair’s responsibility to fill the positions, concerns that the chairs may not know faculty that may want to serve. They want to look at service. The provost is moving towards recognizing service where it has not been recognized in the past. Discussion regarding appointments, and how all the research, teaching and service factor into your yearly salary increase. This varies across departments. These roles are not considered service, since they are getting additional compensation. There were concerns regarding course releases, and faculty being able to meet the requirements for courses.

Ethan, John, Trish, Ryan, Jim will be a subcommittee, Carl to collect any data. Discussion between the differences in large and small units. Large units have larger jobs, but you have to do it less frequently. Smaller units have smaller jobs, but you have to do it more often. Larger compensation packages may indicate that a need to recruit into these positions.

1. **Matters Arising**

Any matters that the committee wants to be raised, please bring forward to the committee.

1. **Adjournment**

The meeting was adjourned at 1:56 PM.