

Resolution
Shared Governance in Faculty Compensation

Faculty Senate
Finance & Facilities Committee
Passed March 16, 2015

***Whereas** the Board of Trustees have adopted the recommendations of the Faculty Total Compensation Task Force that require separate raise pools based on rank that are intended to elevate salaries at each rank to third in the state; and*

***Whereas** the Faculty Senate Resolution on Shared Governance Under RCM (April 8, 2013) stipulated that Deans and Directors will "... ensure that faculty have the opportunity to make substantive contributions through mutual consultation and the reciprocal exchange of information and ideas related to current and proposed curricular and budgetary matters."; and*

***Whereas** the EVP&P offered the following guidance to Deans and Directors for the Year 1 salary implementation plan: "In making distribution decisions, departments and colleges will consider factors such as merit in teaching, research, and service; disparity between salaries and discipline benchmarks; compression that may have resulted from recent hires or promotions; or other, documented equity issues." [Compass April 10, 2014; <http://www.ohio.edu/compass/stories/13-14/4/provost-faculty-staff-raises-fy2015.cfm>];*

Therefore be it resolved that the EVP&P, Deans and Directors shall engage faculty in meaningful dialog regarding faculty compensation prior to establishing implementation guidelines for Years 2 and 3 of the current plan, as well as ongoing engagement in the pursuit of faculty salaries that maintain a consistent third place status in the state; and

Be it further resolved that the "exchange of information and ideas" shall include Dean and Director level reporting to the faculty that summarizes the factors (i.e. "merit", "disparity", "compression" and/or "other, documented equity issues") identified in each unit and their relative priority/weighting; any data sets in addition to the average salary data that were used in the setting and/or justification of identified priorities; the progress realized via previous raise pools in addressing high priority factors; and how current and future raise pools will be utilized to address all identified factors.