

**Faculty Senate Special Executive Council (EC)  
Minutes for 3/26/2012**

**Members present:** Doug Chatham, Royal Berglee, Lee Nabb, Ann Rathbun, Julia Hypes, Robert Royar and Kim Sharp. The meeting was held in the Senate Conference Room and called to order at 4:15 p.m. Visitors included Dr. Karla Hughes and Mr. Phil Gniot.

**Discussion:**

Mr. Phil Gniot, Director Human Resources, presented and explained the "Faculty Compensation System, Compensation Model, Report of Draft Findings and Recommendations" to the Executive Council. There were several questions and considerable discussion about the recommendations. Members expressed their deep concern for the faculty with regard to insufficient salary increases. The Report will be presented the President's Cabinet tomorrow.

The Provost indicated that major questions regarding the recommendations should be channeled back to the Faculty Salary Model Workgroup through the Executive Council members on the Workgroup.

There was also discussion regarding the importance of completing the policies and revising the FEP's before the end of the semester.

Mr. Gniot answered a question, stating that faculty will be informed of their individual Control Point and Market Range.

Dr. Hughes and Mr. Gniot left the meeting and the EC continued on with regular business.

**Discussion:**

Chair Sharp will call a special Senate meeting for Thursday March 29 to complete work on PAC 27. The meeting will be held in the Riggle Room beginning at 4:10. Chair Sharp asked that the Riggle Room be scheduled for the remainder of the Thursdays (that are not already scheduled) this Semester for Senate meetings in order to complete the PACs. The committee discussed the procedures for proxy voting for a Senator who is unable to attend a meeting when a vote is held. Doug Chatham provided an explanation and sections of the Senate Constitution:

"The first option is the preferred option. Designate another Senator [yes, a currently serving Senator] as your proxy for the purpose of casting a vote on PAC-27. Send a written notice of that designation to the Chair. Since there's always the possibility that the Chair might be absent, please also send this designation to the Secretary. You may indicate how you want your proxy to vote, but that indication isn't required. See Article Six, Section 6 of the Senate Constitution for the rules on this sort of proxy.

The second option comes from Article Two, Section 6. If you will be unable to attend Faculty Senate due to "regularly assigned University responsibilities or other approved leave", you can send written notice of that to the Chair, who "shall appoint another person with the consent of the Faculty Senate, from the same constituency to serve as a replacement during the period of absence." If you want to try this route, it'll help if you send someone from your department to the Senate meeting who is willing and able to serve as your temporary replacement AND include that person's name in your written notice. Please send a duplicate notice to the Secretary. Also, note that the Senate has the right to refuse its consent to this sort of proxy and the Chair may appoint someone you did not choose as your temporary replacement."

**Meeting Adjourned 6:15 pm**