

ASSEMBLY MINUTES

SEPTEMBER 27, 2007

Marsha Clayton called the Assembly meeting to order at 3:34. Noting that the minutes from the last meeting are available on the webpage, Clayton called for a motion to approve them as distributed. Robert Moore moved that the minutes be approved; following a second by Robert Graber, the members voted in favor of the motion. The minutes revealed no old business had been carried over from the 2006-2007 academic year, unless we consider the salary study something of a hybrid, resting between old and new business.

As its new business, the Assembly considered first standing committee reports. Leia O' Fallon presented the report for Academic Appeals. She noted that the committee heard a total of 25. Eighteen students appealed one-semester suspensions; the committee accepted five and denied thirteen. Six students appealed one-year suspensions; the committee accepted half of them and denied half. A student also appealed a grade to Academic Appeals; the committee denied the appeal. Alvy Early gave the Athletic Committee report. He first commented on grade point averages, noting that Coach Mathews is stressing improvement in this area; he also reported athletes involved in random drug tests on Monday, September 25, received negatives for all illegal substances. Early added that the committee will review the Student-Athlete Handbook and will meet again on October 29. Charles Dolberry reported that Curriculum & Standards had met once and that several proposals are in the circulation phase. He encouraged academic units to review the catalog and submit changes as needed. The committee will review its procedures with an eye towards streamlining the process. Clayton remarked that both the Library and Teacher Education Committees had elected officers, but neither had a report for the meeting.

The committee reports concluded, the Assembly moved to the *piece de resistance* of the meeting: Salary Parity Implementation. Clayton recognized Jack Lassiter, who began his report by recognizing the members of the Salary Study Committee: John Annulis (honorably retired), Marsha Clayton, Lathan Hairston, Scott Lykens, and Whitney Whitworth. He also noted that work continues on studies for staff on the Monticello campus and for the colleges of technology. Lassiter noted that after the Academic Council refined the process a bit, it did approve its implementation. Lassiter informed the Assembly that on October 1 the plan would be put in place and that salary adjustment would come on October 15. Stressing that **NO ONE'S SALARY WOULD BE REDUCED**, Lassiter reviewed the formula devised by the Salary Study Committee. The Administration set aside \$150,000 for faculty and staff adjustments with \$105,000 going for faculty adjustments. The University will absorb fringe benefits. Lassiter also stressed that discussion about and implementation of the salary parity issues would be ongoing with yearly reviews and data updates. Lassiter highlighted that the study:

- Does not address merit;
- Considers years in rank, but puts a cap on the benefits from time spent in grade;
- Notes that academic discipline does impact target salaries; and
- Establishes a basis for department heads in hiring new faculty and addresses past inequities.

Lassiter added that full implementation of the process will take three years. In terms of numbers, 52 faculty members will receive adjustments with 61 receiving none. Nine-month, "teaching" salaries form

the basis for the adjustments. Jay Jones distributed a “fact sheet” on the formula and related matters. This information will be added to the webpage. Faculty members with concerns about their data should see their unit heads by **October 8**.

The Assembly moved to administrative reports. Reporting for Linda Yeiser, Lassiter remarked that three more individuals have joined the Centennial Circle bringing the total to 35. He also noted that the capital campaign for athletics has reached approximately \$480, 000. Bob Ware reported that the enrollment at the McGehee campus has increased and that the bookstore is 95% complete. He also noted that the campus is offering two non-credit classes: Excell and Conversational Spanish. Jay Jones reported that the University will receive an “unqualified audit,” a sign of strong accounting functions. He also gave updates on several construction projects, including the Trotter House, Wells, and Sorrells. Specs for the athletic practice facility will go out on October 8 with the bidding process beginning by month’s end. Jones gave an IT update, focusing on e-mail issues. Lassiter congratulated several individuals and groups for their recent accomplishments.

After hearing several announcements, Sandra Campbell graciously offered the “Rick Clubb” motion, and the Assembly adjourned at 4:45

Respectfully submitted,

Kate Stewart

Secretary Pro Tem