

Review and Planning Committee Minutes for March 1, 2000

Present: Becker, Cabe, Odell, Koskovich, Rohn, Schuurman. Associate deans Day and Ostebee came to speak with the committee about salary matters.

MINUTES for the Feb. 16th meeting were approved.

A MOTION TO MOVE THE MAY FACULTY MEETING may need to be considered, Maggie Odell informed the rest of the committee.

SALARIES: Alan Norton reported that the regents voted a 5% increase in the salary pool for faculty as recommended by the Community Budget Group. He further provided information about factors that RPC had set last year as important determinants for salary increases: St. Olaf has met its target catch-up increases for associate professor salaries, exceeds the goal for instructors, and is close with assistant and full professors. The latest CPI, which takes into account rising fuel prices, is 2.7%.

John Day and Arnie Ostebee filled in more details and provided 2 options. One would give everyone an across-the-board 4% increase and use 1% to complete the catch-up of salaries; the other options would divide the pool into a 3% across-the-board raise, would designate 1% for catch-up and provide 1% for merit and equity. They noted that a 3% across-the-board increase would cover inflation and salary increases likely in institutions we compare ourselves to; 1% could be used to meet the catch-up still needed for assistant and full professors; and, 1% could be used for some equity but mostly for a revival of merit increases.

A lengthy discussion followed about merit increases and whether RPC could even consider merit increases given that the means for determining it had been terminated several years ago. This did not seem likely. Most of the discussion centered on how to start up means for assessing merit, but we reached no conclusions. Discussion covered who should develop the assessment system (e.g., RPC, Dean's Council, or some combination of these 2 groups) and whether short (i.e., one-year) or longer (i.e., five-year) periods should provide the unit measured.

We also discussed equity at length. RPC and the dean's office last year found that recent raises had brought equity as close as the dean's office could comfortably determine it without more faculty guidance. Further action on this requires faculty-wide agreement about what equity is at St. Olaf and how "equal" salaries should be.

The associate deans noted that RPC would need to make its salary increase decisions in time for letters to be sent no later than April 10.

A MOTION TO CHANGE RULES GOVERNING FACULTY MEETINGS that Tony Becker had devised was then considered. This would limit the number of rules set down in the Faculty Manual covering faculty meetings and committees and establish special rules of order that would not go before the regents. It would also establish a means for electing a Chair Pro Tempore to

chair faculty meetings. RPC members responded favorably to this motion and saw it setting a good precedent for incremental Faculty Manual reform.

We discussed at length what should be retained in the Manual proper, and how we should consult with the President's office and the regents about this. We decided to keep working it into a motion to bring to the faculty at the April meeting along with the proposal to change meetings to a daytime hour next year. We decided that if we have the motion in good shape, we might run it by faculty for a first reading at the March meeting.

The meeting was then adjourned.

Respectfully submitted,
Matt Rohn