COA Minutes for April 24, 2012

David Harvey (Vice President of Academic Affairs), Marcia McKelligan (Chair of COA), Maryann Gallagher, Kent Menzel, Jeane Pope, Gloria Townsend (recorder)

Three items of business:

1) A faculty member sent email questioning the increase of GLCA exchange-rate tuition for faculty and staff children from 10% to 15% a few years ago.

COA learned that a vote of GLCA presidents led to the increase. The reason for the increase can be given to our colleague, along with the advice to submit a formal request to COA, if any questions remain.

2) VPAA Harvey distributed base salary information for full-time, tenure-track faculty members.

The information packet contained three models of how the proposed 3% increase in salary might be implemented: 3% across the board; 3% of average salary by rank; fixed amount across all categories. The three models used data involving individual salary increases among the three faculty ranks. A graph of DePauw's position among members of the GLCA showed that assistant professors ranked second among GLCA schools; associate professors, fourth; and full professors, sixth.

Staff members received a 3% salary increase across the board.

Discussed:
- Average DePauw salaries compared to those of other GLCA institutions
- Increasing or decreasing the compression of salaries through application of the various models
- Consideration of both benefits and salary in determining if faculty and staff members' raises are advantageous

Agreement: Either 3% across the board or 3% within rank are acceptable models for AY 2012-13.

3) The proposed 3-2 Program

Kent Menzel presented a proposal for achieving a 3-2 workload. The proposal included eliminating Faculty Fellowships, University Professorships, Distinguished Professorships, some chair releases, moving some administrators back to faculty status, restoring sabbaticals to three-course breaks and raising 100-level headcounts to 24, 200-level to 21.
Gloria Townsend handed out a similar proposal, eliminating many FDC and administrative releases. She also added that faculty members should be required to submit short task lists each year to account for their released time in a 3-2 plan.