

Faculty Senate Executive Committee meeting with President Jones and Dr. Adkison, December 15, 2015

The Faculty Senate Executive Committee made the following statement to the University President and Provost after being charged by the Faculty Senate to make a strong statement to administration regarding the increase in health insurance and progress on the compensation plan:

According to AAUP's *Annual Report on the Economic Status of the Profession, 2014-2015*, Henderson State University's faculty compensation ranks at the bottom of both public and private universities in Arkansas. The low level of compensation not only reduces Henderson's ability to recruit new faculty and retain existing faculty, it also has a severely detrimental effect on faculty morale and standard of living. The steep rise in the cost of health insurance for 2016 represents a salary cut to a faculty which has borne many years of small to no salary increases. Faculty Senate asks that Henderson's administration fund health insurance for 2016 at 2015 levels and aggressively pursue this level of funding for insurance in the future.

In addition, Faculty Senate asks that the second half of year one of the compensation plan be awarded as soon as possible; that years two, three, and four be funded; and that access to compensation study data be provided. Also, faculty would appreciate if each faculty member could be informed of individual status within the plan.

Discussion followed.

President Jones did not feel that this request was unreasonable; however, he did note that Henderson does not have a "magic pool of money" to fully fund this request. He stated that the administration is committed to the current compensation plan and will take action to fund it. The primary source of revenue behind this plan is growth in enrollment. President Jones clarified that the reserve fund is kept for unbudgeted, but necessary expenditures, such as the repair of the library roof. Upon the 11th day of the spring 2016 semester, the administration will look at the funding available to determine whether the second half of year one can be funded at that time. If there are any additional funds, the administration will look at the possibility of offsetting increased insurance costs.

The discussion of faculty insurance options should begin sooner, with a general survey of what options are most desirable to the majority of the faculty. This process should be carried out through the fringe benefits committee.

Putting a new CRM in place will be an important step in recruitment and retention – the primary area responsible for funding benefits and raises.

In addition, information on faculty status in the compensation plan will be mailed to individual faculty members. Overall data will be available on MyHenderson early in the spring term, clearly communicating the milestones required to fund each step of the plan.