



FACULTY SENATE PROPOSAL
FSP 2019/2020-09

PROPOSAL NAME:

Request for Annual Salary Data Reports from CUPA, AACSB, and AACN

STATED PROPOSAL:

The Faculty Senate proposes the UCO Administration provide, within 30 days of receipt, the annual salary data reports published by the following organizations to the Faculty Senate Executive Committee and the Personnel Policies Committee:

College and University Professional Association for Human Resources (CUPA)

Association to Advance Collegiate Schools of Business (AACSB)

American Association of Colleges of Nursing (AACN)

BACKGROUND & JUSTIFICATION:

Since Fall 2017, the Personnel Policies Committee has been discussing faculty salaries with concerned faculty members and with the UCO Administration. Though the committee's research and meetings with the Administration have been informative and helpful, the committee cannot fully understand faculty salary issues without access to the most current data upon which faculty salaries should be based.

With access to this information, the committee will be better equipped to advocate for the Faculty Association and collaborate with the Administration as we to begin working toward a system for determining faculty salaries in a manner that is transparent, easy to understand, equitable, and consistent with current cost-of-living calculations for the area.

The committee is aware that the salary data is proprietary and sensitive, and it must be protected from wide dissemination outside the university. The committee is also mindful that members of the committee who may receive such access are agents of the university and will take all precautions to be good stewards of the data by protecting it from such wide dissemination.

BUDGET IMPLICATIONS:

Since the Administration already purchases and receives this salary data each year, there is no known budget implication.

Submitted by: Senator KaDee Bramlett, Chair of Faculty Senate Personnel Policies Committee