

**FACULTY SENATE MEETING
MINUTES
June 12, 2006
3:15 p.m., 601 Rudder Tower**

Present: Arant-Kaspar, Armstrong, Battle, Bazzi, Bednarz, Buffa, Busch, Carlson, Carrigan, Centinkaya, Cobb, Fackler, Gawande, Geva, Gunn, Hall, Harms, Hobbs, Ing, Kelly, Lard, McGeachin, Magill, Marindale, Meagher, Messina, Price, Riccio, Ruoff, Slack, R. Smith, Stadelmann, Stallone, Vaid, Vedlitz Vogel, Walker, Whiteacre, Woosley, Zellner

Not Present: Anthony, Benedik, Beskok, Blasingame, Boyd, Cagin, Carhart, Curry, Dorsey, Ellis, Engler, Feldman, Fink, Han, Harris, Heilman, Kirkendall, Klein, La-Pastina, Linton, Luiselli, McCann, McIntyre, Moreira, Murphy, North, Reddy, Sharkaway, Swearingen, Thomas, Toby, Valsek, Ward,

Inactive: Aufderheide, Bassichis, *Collison, Fike, Grant, *Hise, *Hobson, *Hyman, Machann, Pearl, Petersen, Portales, Loudder, Rich, Schultz, *Straube, Welsh, Woodman

Call to Order

Speaker Slack welcomed the visitors to the Faculty Senate meeting.

Speaker Slack called to order the first meeting of the 24th Session of the Faculty Senate of Texas A&M University.

Guest Speaker

Ms. E. Jill Pollock, Associate Vice President and Chief Human Resources Officer spoke regarding the subject of Wages and Benefits. Highlights of her talk included:

The minimum wage for TAMU employees will raise from \$7.77 to \$8.03 beginning in September.

When health insurance benefits are included (\$1.06 /hr paid by TAMU, \$0.06 by low-wage employees) almost all workers are above the Living Wage objective of 130% of the cost of living for a family of 3.

Of 600 payroll classified positions, over 200 were examined and 97 adjusted to maintain a goal of over 100% of the local market for similar jobs outside the University and to avoid compression by also increasing wages for higher classified positions.

The \$621,000 required to adjust the minimum wage for 650 low-pay employees and \$50,000 for salary compression adjustments will not come from the merit pay pool, and these workers will also be eligible for merit pay increases.

(Summary data provided as a handout are appended to the minutes to provide additional details.)



**Texas A&M University
Office of Employee Services**

**Summary Report of Classified Pay Plan Changes
Fiscal Year 2007**

BACKGROUND

In June 2005, the Task Force on Wage and Benefits completed its review of the wages and benefits of lower paid employees. As a result of that review, University President Dr. Robert Gates recommended a minimum pay rate of \$7.77 for budgeted positions at Texas A&M University. Dr. Gates stated that in recommending this increase, the University was striving to be the economic leader among employers in Bryan/College Station, with the goal for A&M to be considered the "employer of choice." Based on Dr. Gates' directive, the minimum rates for 70 Classified Pay Plan titles were increased. Over 300 employees received a pay increase to the new minimum rates effective September 1, 2005, at a reported cost of \$408,844. Funding for the increase was found by reducing the available merit increase funding for employees.

In February 2006, the Office of Employee Services began its annual review of pay rates for the TAMU Classified Pay Plan to consider changes for Fiscal Year 2007.

METHODOLOGY

The annual review of pay plan rates, conducted by the Classification & Compensation unit within the Office of Employee Services, begins with the gathering of relevant market salary data for benchmark positions representing 1/3 of classified titles. Market data was gathered for 226 of 600 classified titles (37%). Sources used include Texas Workforce Commission data for Brazos County, State of Texas Pay Plan, local entities such as the Bryan and College Station Independent School Districts, and other universities within and outside the immediate geographic region (University of Houston, Sam Houston State University, and University of Texas).

In addition to market data, the relationships between existing classifications were reviewed in this process. The Classification & Compensation unit then formulated recommendations for the next fiscal year and determined estimated costs. Proposed changes were presented to Dr. Gates for consideration and approval.

RESULTS

In May 2006, Dr. Gates approved changes that will result in an \$8.03 minimum pay rate for Classified Pay Plan positions, effective September 1, 2006. Over 650 employees in 97 titles are eligible to receive increases to the new minimum rates, at an estimated cost to the University of \$620,000. Other funding sources were identified, so the planned merit increase funding for employees was not reduced to pay for the changes. With the increase to \$8.03, the University continues striving toward the goal of being the economic leader and employer of choice for Bryan/College Station community.

Pay Plan

Faculty Senate Briefing: FY 2007 TAMU Classified Pay Plan Changes

E. Jill Pollock
Associate Vice President
& Chief HR Officer

DIVISION OF FINANCE
Vision: Be The Benchmark

Background & Purpose

- TAMU annually reviews Classified Pay Plan rates for adjustments based on market data
- Adjustments to minimum rates have been made in five of past six fiscal years

Effective Date	# of Titles Adjusted
9/1/2000	21
9/1/2001	262
9/1/2002	127
9/1/2003	0*
9/1/2004	154
9/1/2005	69

*no titles were proposed for FY 04 Pay Plan increases due to fiscal climate and reduced budgets

Methodology

- Market data gathered for 226 benchmark titles
- Data included local, regional and state-level pay information (public sector/universities)
- HR reviewed market data and proposed new minimum rates based on market data, relationships between titles, and living wage considerations
- Recommendations for new minimum rates for titles and costs of the changes were calculated using funding source

Market Data: Examples

	Current Minimum Pay Rate	Market Average	% of Market
Food Service Worker	\$7.77	\$7.09	110%
Groundskeeper	\$8.30	\$8.22	101%
Custodial Worker II	\$7.77	\$7.45	104%
Office Assistant	\$7.77	\$8.98	86%
Wastewater Treatment Plant Operator I	\$8.87	\$10.12	88%
Maintenance Worker I	\$8.30	\$9.05	92%
Police Communications Officer III	\$12.39	\$14.23	87%
Electronics Tech I	\$11.21	\$13.99	80%

Minimum Rates vs. Actual Rates: Examples

	Current Minimum Pay Rate	Average Hourly Rate for TAMU Employees	Average Hourly Rate Including Longevity Pay	Average Hourly Rate Including Longevity Pay & 2005 Healthcare Costs
Food Service Worker	\$7.77	\$8.42	\$8.99	\$10.59
Groundskeeper	\$8.30	\$8.46	\$8.78	\$10.38
Custodial Worker II	\$7.77	\$8.38	\$8.88	\$10.48
Office Assistant	\$7.77	\$8.69	\$8.96	\$10.56
Wastewater Treatment Plant Operator I	\$8.87	\$11.78	\$12.38	\$13.98
Maintenance Worker I	\$8.30	\$9.04	\$9.37	\$10.97
Police Communications Officer III	\$12.39	\$13.19	\$13.36	\$14.96
Electronics Technician I	\$11.21	\$14.41	\$15.01	\$16.61

Living Wage

- Living Wage Coalition in Brazos Valley
- The Living Wage argument is based on premise that employers should offer a wage that allows full-time employees to afford basic housing
- Faculty Senate resolution on a Living Wage adopted in Fall 2004
- In resolution, defined as 130% of the federal poverty guidelines for a family of 3 (identified as \$9.76 per hour based on 2004 Poverty Guidelines)
- Updated estimate of Living Wage calculation:
 - Based on 2006 Poverty Guidelines for family of three of \$16,600¹
 - Calculating 130% of \$16,600, living wage would be \$10.37 per hour, or \$21,580 per year

¹ Source: US Department of Health & Human Services website, <http://aspe.os.dhhs.gov/poverty/06poverty.shtml>

Pay Plan: Employees Affected & Estimated Costs

- Increase lowest rate to \$8.03, and other changes to minimum rates based on market data, internal equity and living wage

# of Titles with Pay Rate Change & Cost Impact		# of Employees Receiving Increase		
97		650 (plus 68 vacant positions)		
E&G	Designated	Auxiliary	Restricted	Totals
\$ 305,340	\$150,715	\$146,790	\$17,772	\$ 620,618
Additional estimated cost for compression adjustments:				\$ 50,000
Grand Total				\$ 670,618

For Additional Information

E. Jill Pollock
 Associate Vice President
 & Chief HR Officer
 (979) 845-4141

Special Presentation

Speaker Slack and Senator Richard Stadelmann presented Dr. Paul Van Riper a Faculty Senate Resolution and a Benjamin Knox "True Colors" print.

Dr. Paul Van Riper was a part of the Faculty Senate since its inception before 1983. The Bylaws and Constitution were written partly by him. Speaker Slack noted that the Faculty Senate wanted show its gratitude for all his dedicated service and hard work for the Faculty Senate.

Senator Vedlitz noted that Dr. Van Riper formally retired as head of Political Science in 1985 but has continued active involvement in his role as Professor Emeritus.

**RESOLUTION HONORING
DR. PAUL P. VAN RIPER
PROFESSOR EMERITUS OF POLITICAL SCIENCE AND PROFESSOR IN THE GEORGE BUSH
SCHOOL OF GOVERNMENT
AND PUBLIC SERVICE**

Whereas, On the 12th day of June, 2006, Paul P. Van Riper completed with distinction twenty-five years of continuous service to the Texas A & M University Faculty Senate;

Whereas, In the beginning, in 1981 and 1982, before the word became the Constitution and Bylaws of the Senate, there was Parliamentarian Van Riper shining in the darkness of institutional ignorance composing the first draft of the these documents;

Whereas, Van Riper became the first parliamentarian of the Faculty Senate in 1983, and in this capacity, established the precedent for the order and procedure of all future meetings;

Whereas, In the first year of the Senate Van Riper often interrupted meetings, and with the perfect combination of patience and stern authority, tutored members in the proper procedure and manners of a deliberative body;

Whereas, Van Riper composed the manuals, Notes on Parliamentary Procedure in 1983 and Summary Guide to Senate and Parliamentary Procedure in 1999, that became the how-to-do-it books for all future sessions;

Whereas, From 1984 to 1994 Van Riper served as Deputy Parliamentarian, serving as mentor, friend and advisor to the Parliamentarian, serving in his absence, and ensuring continuity of form and procedure; and

Whereas, From 1994 through 2006 Van Riper, even though retired from the Political Science Department, was called back to active duty as Parliamentarian, where he perfected the ability through counsel and foresight to handle problems, usually before they became evident to the members. Thus, he reached the pinnacle of ability for a parliamentarian, and even when he had appeared to be asleep, he could be relied upon to cut through the Gordian knot of confusion with clear and accurate advice; now, therefore be it

Resolved, That the Faculty Senate of Texas A & M University expresses its gratitude and respect for the outstanding contribution and dedication of Parliamentarian Paul P. Van Riper to the Faculty Senate and to Texas A& M University.

Speaker Comments

Speaker Slack introduced and welcomed the new senator from Qatar, Senator Hassan Bazzi.

The Speaker reminded the Senators about the open hearing to discuss proposed changes of the Faculty Senate Constitution at 4:15 and 4:45pm after the Senate Meeting.

Installation of New Senator

The next order of business was the installation of a newly appointed Faculty Senator. Dr. Antonio Cepeda-Benito of Liberal Arts was sworn in as a senator.

Minutes

Approval of May 8, 2006 Faculty Senate Meeting Minutes

HANDOUT
Motion passed F.S.24.01

Consent Agenda

The BUSH School has asked that the course BUSH 602 be removed from the Consent Agenda.

Graduate Council (Recommended Approval)
New Courses

Motion passed F.S.24.02
Attachment B
Backup

Graduate Council (Recommended Approval)

New Courses: AGED 602
AGED 621
BMEN 682
BUSH 647
CHEN 642
CHEN 650
COSC 603
HLTH 649
MGMT 658

Motion passed F.S.24.02
Attachment B
Backup

Changes in Courses

BUSH 656
ARCH 615
COSC 602

Attachment C

Committee Reports

Graduate Council

Motion passed F.S.24.03

College of Science

Attachment D

Department of Statistics

Offer a Masters of Science in Statistics via Distance Education beginning September 2006.

Attachment E

Motion passed FS.24.04

The Graduate Council approved the request from the College of Education and Human Development to use alternatives to the GRE as part of the admission process as per below;

Department of Health and Kinesiology, in the following programs:

For all non-thesis Master's degrees with emphasis in Sports Management (GMAT in place of GRE)

For all non-thesis Master's degrees in Health Education (MAT in place of GRE)

All applications for Master's degrees requiring a thesis will continue to require GRE scores as a component of the application package.

Department of Teaching, Learning and Culture, in all graduate programs for a trial period during the next three years, use MAT in place of GRE.

OLD BUSINESS

NEW BUSINESS

Dean of Faculties Watson reported progress in the search for a Vice-President for diversity. Interviews of high-ranking candidates will begin this week.

Committee of the Whole

The meeting was turned over to Speaker Elect Price to take the Senate into the Committee of the Whole. No items were introduced.

ADJOURNMENT

Meeting was adjourned at 4:10 p.m.