

01) Voting Members present:

Allan Mitchell
Michaela Merryday
Karen Bell
Christopher Jurgenson
Charles Abraham
Eyad Youssef

Lekeitha Morris
Jana Donahoe
Debra Allen
Kalilah Kemp
Michael Mounce
Leslie Green- Pimentel

David Hebert
Bret Pimentel
Severine Groh
Jeff Smithpeters
Jan Haynes
Shannon Lamb

02) After a brief description to the General faculty in attendance, the Faculty Senate Meeting Called was called to order @ 3:36 by President Hebert.

03) New Business:

a. After presentation and discussion, motion made by Sens. Mitchell/Youssef to accept Resolution 001 as written below – Motion carried.

Resolution 001

The faculty senate of Delta State University request that the President and his cabinet secure tuition increases for the next three years, FY2017, FY2018, and FY2019, with proceeds going to faculty salaries in order to bring all faculty to a minimum of 95% of their market value as described by the Centre Group report with continued aging.

b. After presentation and discussion, motion made by Sens. Mitchell/Youssef to accept Resolution 002 as written below – Motion carried.

Resolution 002

The faculty senate of Delta State University request that the President consider money for faculty pay raises be used for only market and not consider merit for FY2016.

President Hebert called for a recess at 1544 for discussion with the general faculty and refreshments.

Faculty senate meeting resumed at 1618

c. After presentation and discussion, motion made by Sens. Mitchell/Groh to accept Resolution 003a as written below – Motion failed,

Resolution 003a

The faculty senate of Delta State University request that the President consider no faculty pay raises for FY2016 for any faculty whose current salary is 100% or greater than their market value.

After Resolution 003 was rewritten, presented and discussion, motion made by Sens. Mitchell/Smithpeters to accept Resolution 003a as written below – this motion carried.

Resolution 003

The faculty senate of Delta State University request that the President consider money for faculty pay raises for FY2016 to be no more than \$500.00 for any faculty whose current salary is 100% or greater than their market value.

d. After presentation and discussion, motion made by Sens. Lamb/Mitchell to accept Resolution 004 as written below – Motion carried.

Resolution 004

The faculty senate of Delta State University request that the President consider money for faculty pay raises for FY2016 to be 1.1% and no more than \$500.00 for any faculty whose current salary is 95% - 100% than their market value.

e. After presentation and discussion, motion made by Sens. Smithpeters/Mitchell to accept Resolution 005 as written below – Motion carried.

Resolution 005

The faculty senate of Delta State University request that the President use money for the pay raises for FY2016 in a progressive manner and in the spirit of the following:

- If one’s current salary is less than 70% of one’s market value, then one receives a 12% pay raise;
- If one’s current salary is between 70 and 75% of one’s market value, then one receives a 10% pay raise;
- If one’s current salary is between 75 and 80% of one’s market value, then one receives an 8% pay raise;
- If one’s current salary is between 80 and 85% of one’s market value, then one receives a 6% pay raise;
- If one’s current salary is between 85 and 90% of one’s market value, then one receives a 4.5% pay raise;
- If one’s current salary is between 90 and 95% of one’s market value, then one receives a 3.5% pay raise (none to go over 95% of market).

Percentages may change as money allows.

09) Adjournment: Motion made Sens. Youssef/Groh at 4:27pm. Motion carried.

Executive Committee Meeting Date:

Deferred

April Senate Meeting Date:

3:30 PM – Thursday, 4/9/2015 – 302A Union
Followed with Meeting of new senators