

## Minutes from Faculty Senate Meeting on Tuesday, December 3<sup>rd</sup>.

- Attendance- Sonja Greiner  
Steve Moore (guest)  
Alan Pruitt  
Mo Garrett  
Kara Tucker-Morgan  
Matthew Smith  
Isla Peterson  
Angel Luna  
Brooke Ayars  
Rita Brown  
Joann Chang  
Lee Altman  
Adam Ekins  
Liza Martinez
- Minutes approved from November meeting after a short discussion of clarification on CIE votes for Shared Governance.
- Steve Moore guest- Longevity and Faculty Salary

After observing Service Awards, it is obvious we are not retaining faculty.

What is administration going to do about it?

Grim picture

Lee mentioned it could be due to retirement system and salary in general

Mo mentioned it could be due to no benefits for adjunct

Is there a need to implement longevity incentives?

Should we consider doing a compare/contrast of turnover of faculty vs PA and Classified?

Is it too risky to bring to the attention of the public due to state being at “at will” one.

Dr. Corr does not want any direct connection between Faculty Senate and the DGB.

- VPLS Search  
Being advertised hard  
Should be in place by late April  
Zoom interviews set for end of February; end of March open forums to meet candidates  
Steve mentioned the \$135,000 end starting salary is above max 6% experience  
Karen from HR replied it was used for market purposes only  
Scott mentioned faculty needs to be treated the same, and was based off of other than AZ schools
- Should have results “soon” on 3<sup>rd</sup> party salary schedules  
By boosting base salaries and giving longevity incentives should close gap some for no more stipends for on-line/ITN/Overloads