

## Office of Academic Affairs Faculty DSI Report 2002

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### Process

- Office of Academic Affairs established an Ad Hoc DSI Committee with Bob Hoyte as Chair. Other members included L. Anker, J. Biondo, J. Conforti, J. Fernandez, C. Griffin, and K. Miranda.
- Faculty deadline for submissions was September 30, 2002.
- DSI Committee recommendations were submitted to AVP's office on Friday, October 18, 2002. The DSI Committee only considered merit.
- Three person Committee in Office of Academic Affairs (O'Sullivan, Gonzalez, Welton) reviewed all recommendations of the DSI Committee. The DSI Committee had grouped their recommendations into four categories: *Recommended with High Enthusiasm*, *Recommended*, *Recommended with Low Enthusiasm*, and *Not Recommended*.
- Office of Academic Affairs submitted its recommendations for Merit Awards on October 30, 2002, to President Butts' Office.
- A Committee of four (Kimmins, Davis, Welton, Lind) made final recommendations to Dr. Butts.
- Equity recommendations for faculty were also determined by this Committee (Kimmins, Davis, Welton, Lind) based on a disparity analysis of all faculty salaries using multiple-regression.
- Dr. Butts makes all final decisions based on the recommendations for both merit and equity. In order to qualify for an equity award – faculty must have earned a merit award, ie. there is no equity award without merit.
- Dr. Butts has agreed that fixed dollar amounts will be awarded for both equity and merit awards for faculty. This differs from the percentage based award system used last year.

Final comment: The Office of Academic Affairs followed the recommendations of the DSI Committee in approximately 95% of the cases. Of the 74 submissions 18.9% were ranked 5, 43.2% were ranked 4, 13.5% were ranked 3, and 24.3% were not recommended. Hence about 76% were recommended for a merit award.