

**OFFICE OF ACADEMIC AFFAIRS**  
**Faculty DSI Report 2003**

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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, R. Colon-Urban J. Conforti, J. Fernandez, and C. Griffin.
- Faculty deadline for submission was September 26, 2003.
- DSI Committee recommendations were submitted to AVP's office on Friday, October 24, 2003. The DSI Committee only considered merit.
- Three person Committee in Office of Academic Affairs (Cox, 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 29, 2003 to President Butts' office.
- Equity recommendations for faculty were determined by a Committee of three (Kimmins, Davis, Welton) 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, i.e. 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.

**Final comment:** The Office of Academic Affairs followed the recommendations of the DSI Committee in 100% of the cases. Of the 64 submissions, 17.2% were ranked 5, 51.6% were ranked 4, 17.2% were ranked 3, and 14% were not recommended. Hence, about 86% were recommended for a merit award.