

## Minutes of the BAS meeting

**Date:** January 19, 1:00 – 2:00 pm

**Zoom meeting:** <https://purdue->

[edu.zoom.us/j/6711203835?pwd=WkhoRDFhWkdmUGZJdnJjeE5QVpRdz09](https://purdue-edu.zoom.us/j/6711203835?pwd=WkhoRDFhWkdmUGZJdnJjeE5QVpRdz09)

**Participants:** Aranzazu Pinan-Llamas, Christa Van De Weg, Elizabeth Keller, Shawyna Koorsen, Shubham Singh, Harold Odden, Yuan Zhang

- Shubham Singh introduced himself to the subcommittee members and was welcomed by the team members.
- Zafar reintroduced the charge of LTL's pay rate, and he reminded the members of the rationale behind the two separate analyses. In the first analysis, the committee hasn't substantially progressed since November. Zafar informed that he wants to send the requests directly to the HR units of institutions with missing information on pay rates.
- Zafar reiterated the recommendations given by the Executive Committee members. The initial analysis shows that we pay our LTLs somewhere close to the average of similar institutions. The national average can be higher because of the differences in the cost of living across regions. Beth agreed that we might be paying at the average, but the average pay doesn't address the problem of poverty. Can we create better incentives for the LTLs to work? Beth suggested concentrating more on the second analysis, the pay differential across departments. Hal mentioned that we pay 25% below the national average and that we might be paying much less than the comparable group institutions. Hal has difficulties filling LTLs positions as the department chair if the department has open positions. Beth was for including other local schools in the comparison group. Although Hal thought the small private universities could not be the best comparison group. The subcommittee members agreed that BAS should attempt to populate the empty cells in the first analysis before writing the report.
- Arancha provided an update of the second analysis. Arancha showed what kind of data was shared with our subcommittee by the administration's representative. The data span is from 2016 to 2021 for every six months for each LTL. The averages were calculated for each year per department. The averages were the following: 2016 - \$2,459, 2017 – \$2,444, 2018 - \$2,328 , 2019 - \$2,384, 2020 - \$2,378, 2021 - \$2,549. The average pay varied substantially across departments, with the highest in Computer Science \$4,436.2 and the lowest \$2,107, \$2,078, and \$2,050 in Communication, Mathematics International Language, respectively. This analysis doesn't consider differences in educational attainments and experiences of LTLs. Zafar asked Arancha to share the raw data with other members if someone wanted to run any additional analysis. The subcommittee decided to postpone discussing our recommendations and what should be included in the report because two members left the meeting due to other responsibilities.
- How can we effectively argue in the report to reduce the pay differential between the LTLs teaching STEM courses and LTLs teaching humanities courses? Beth posed

this question to the subcommittee members. Does the existence of a substantial pay differential signal to the public that technical degrees are more important than humanities degrees? The subcommittee members who were present at the meeting agreed that we should start outlining the items in the report and collect additional data to fill the gap of the first analysis.

- The Athletic Department shared with us the data we requested in Fall. In December, Athletic Department's representative presented the budget. The department provided detailed information on "other expenses." The question is do we want to describe in the report a budget situation of one single year or multiple years?" Beth asked whether the subcommittee had ever written a similar report. Since the previous report was written many years ago, Beth suggested doing the analysis and writing the report for the last five years. The members found discrepancies in school funds used to cover the deficit and the actual deficit. The committee would first clarify this issue with the members of the Athletic Department before writing the report.

## Minutes of the BAS meeting

**Date:** October 20<sup>th</sup>, 10:00 – 11:00 am

**Zoom meeting:** <https://purdue-edu.zoom.us/j/6711203835?pwd=WkhoRDFhWkdmdmUGZJdnJjeE5QVpRdz09>

**Participants:** Aranzazu Pinan-Llamas, Christa Van De Weg, Elizabeth Keller, Shawyna Koorsen, Stacy Betz, Harold Odden, Yuan Zhang

**Absent:** Andrew Kopec (Sabbatical Leave)

1. The BAS members unanimously accepted the previous meeting's minutes.
2. Zafar and Beth updated about the current analysis of the AAUP faculty compensation survey. Specifically, using the most recent data files of the given survey, the list of comparable institutions to the PFW was presented and they rationalized the choice. Unfortunately, the AAUP faculty compensation survey didn't force the participating institutions to share information about part-time pays. Of 18 institutions in the comparison group, data for LTLs pay rates are available for four institutions. The BAS members agreed to assist in filling the gap in the dataset to have a complete analysis. The current data collection effort should further allow conducting the analysis of the location of our pay rates in the pay distribution across comparable institutions.
3. Stacy & Aranzazu updated the members about the LTLs individual-level data that they requested from the Purdue-Fort Wayne's Institutional Research and Analysis unit, specifically, Mr. Irah Modry-Caron. The given entity delegated this task to the HR unit's representative, Mr. Kirk Tolliver. Mr. Tolliver shared the initial sample with the aforementioned BAS representatives. However, our representatives raised concerns about the accuracy of the provided information and requested to clarify certain discrepancies. Stacy and Aranzazu will continue seeking the complete dataset of pay rates for all LTLs employed at Purdue Fort Wayne, with the variables of interest discussed in the first meeting. Probably, years of experience could be the only variable that would be hard to retrieve. The purpose of collecting this information, first, this data helps to reconstruct a more accurate distribution of LTLs compensation per section at our institutions and enables more accurately to forecast the possible impact of an increase in the LTLs' pay rates on the institutional budget.
4. The BAS members discussed the charging memo concerning the changes with Printing Service at Purdue Fort Wayne instituted starting from this academic year. The BAS members anticipate that the impact will vary across different units/departments. It is agreed that the following steps will be taken to address this charging memo:
  - a. Zafar will get in touch with Ron Friedman and ask him to share with the BAS the findings of the survey of the deans on the given issue
  - b. Shawyna will share the data about the result of the internal survey conducted by her unit
  - c. Stacy will update us if she learns anything important about the given issue during the upcoming senate meeting

- d. Zafar will contact the Vice-Chancellor of Financial Affairs and ask for the meeting with the BAS members and ask for any numbers related to the impact on the budget from the dissolution of the Printing services on campus
5. Zafar updated about the PFW's Athletic Department situation using the database publicly available at the USAtoday website. The database allows him to construct the longitudinal information on the athletic budget's deficit/surplus from 2012 to 2020. BAS is charged to send a report outlining the trends in the athletic budget to the Senate on an annual basis. The initial analysis demonstrates the growing deficit of the athletic budget covered by institutional funds and student fees. The numbers of the initial analysis have been shared with the athletic department and the Office of Financial Affairs. Specifically, we have requested to first confirm the accuracy of the numbers reported at USAtoday and second whether any of the above units can share information on our athletes' tuition and housing revenues. The BAS members agreed to write the report but first to wait for the athletic department's response about the initial analysis. During our next meeting, BAS will again revisit this issue and discuss the next set of steps that would be taken to complete the task and send the report to the Senate by the end of the Fall semester.
6. The members discussed the rationale behind merging the Budgetary Affairs and Revenue Subcommittees. The members unanimously supported the merger and agreed to craft the memorandum and send it to the University Resource Policy Committee.

## Minutes of the BAS meeting

**Date:** September 22<sup>nd</sup>, 10:00 – 11:00 am

**Zoom meeting:** <https://purdue->

[edu.zoom.us/j/6711203835?pwd=WkhoRDFhWkdmUGZJdnJjeE5QVpRdz09](https://purdue-edu.zoom.us/j/6711203835?pwd=WkhoRDFhWkdmUGZJdnJjeE5QVpRdz09)

**Participants:** Aranzazu Pinan-Llamas, Christa Van De Weg, Elizabeth Keller, Shawyna Koorsen, Stacy Betz, Harold Odden, Yuan Zhang

1. The members introduced themselves sharing their department affiliations and experience.
2. The members discussed membership and responsibilities of BAS as outlined by the Bylaws of the Senate.
3. BAS members supported unanimously to review/revisit the BAS's previous year report concerning LTL pay rates. In particular, the members agreed that BAS would again attempt to address the following items from the charging memo in the new academic year:
  - a. Determine whether our LTLs compensation rates are comparable with the peer institutions;
  - b. Determine whether LTL pay rates are consistent across our campus;
  - c. Provide a set of recommendations to address any pay inequities if they exist.
4. To address 3a), Zafar and Beth will first develop the list of comparable universities (peers), mainly located in Indiana, to avoid any state-level variations in pay differences for LTLs across post-secondary institutions. After identifying the set of comparable institutions (using either IPEDS or faculty compensation survey), the LTL pay rates in comparable institutions for various departments/schools will be identified and compared with the pay rates of the comparable PFW departments/schools (see the LTL pay rate policy shared with us by Carl Drummond's office).
5. To address 3b), Stacy and Aranzazu will create individual-level data on compensation for LTLs currently employed at the PFW. The individual-level data should have information about the total compensation, the number of sections/credits taught, experience (# of years of teaching) of the LTL, educational background, and department. Such data should allow BAS to analyze if any pay inequality exists within the department and across the departments by creating the pay rate distribution adjusting for various individual and department-level factors.
6. It is agreed that other members will jump on the above two tasks and help with the data gathering effort and data analysis throughout the data collection and analysis.
7. BAS will request the LTL survey conducted last year by FAC. The members who can analyze the survey findings and implications on the LTLs will be determined later.
8. The AAUP letter was presented to the members, and AAUP's recommendations were briefly discussed.
9. The BAS members agreed to meet monthly on Wednesdays from 10:00 am to 11:00 am via Zoom. The communication mode and time will be revisited at the beginning of the Spring semester.