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- o 7KH UHJXODU UHLV LW KIP HCPV SRQHF KISGGEVRRGN WR E H  
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# CHARGE TO THE USI FACULTY SENATE

## Formal Request to the USI Faculty Senate est for on

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Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

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### sted and Desired Result:

te what action you would like the Senate to take and the desired outcome that you would like

Affairs Committee has met and has proposed new verbiage to indicate that each

point one student member to the committee. The new language proposed is: "The

composed of one faculty member from each academic college, one at-large faculty

member, and one student member from each academic college appointed by their respective deans." The Student Affairs Committee is requesting that faculty senate approve the change to Article V Section 3 of the By Laws of the Faculty Consitution to reflect this change in committee membership and the process in which student members are appointed.

**4. Potential Resources**

Provide any information that can help Faculty Senate fully address the charge. Attach additional documents if necessary.

Items 5-7 are to be completed by Senate Chair or Secretary:

**5. Senate Comments**

**6. Action Taken by the Faculty Senate:**

**7. Action Taken by the Administration:**

# CHARGE TO THE USI FACULTY SENATE

## Formal Request for USI Faculty Senate Action

Name: Leigh Anne Howard (Optional)

Date of Submission: Oct 3, 2023

Name of Faculty Senate Representative:

1. Todd Schroer
2. Shannon Pritchard
3. Rob Dickes

Complete the following items and submit this form to either your Faculty Senate Representative or to the Faculty Senate Chair for consideration by the Faculty Senate.

**1. Charge Title:**

Faculty and Staff On-Campus Benefits Expansion

**2. Background:**

Provide an explanation of the background and context for the proposed charge. What problem, issue, or experience prompts the proposal of the charge?

Since 2010, faculty and staff have not received raises to compete with increasing costs of living. In fact, from 2009/10 through 2022/23, employees received no raise during 4 of those years, a flat \$500 for one year, a 2% raise in five years, a 2.5% raise in two years, and then a 3% percent raise in the last two years. For this period of time, this averages to a 1.67% raise per year. While we understand a fluctuating enrollment on top of financial challenges associated with Covid-19 and other factors impact compensation for employees, there are additional actions USI can take to offer benefits to employees without adding additional costs to the institution. Such measures would support the idea of USI as a campus of care and illustrate good faith on the part of the University that it wants to promote a more productive climate that values employees.

**3. Action Requested and Desired Result:**

Specifically state what action you would like the Senate to take and the desired outcome that you would like to see.

The Benefits Committee should research on-campus benefits offered at other schools, and then prepare a request to USI administration so that USI can provide more on-campus benefits.

Examples include:

1. Free tickets to events, such as all athletic events, theatre performances, MLK celebrations, and Founders Day events, when seating allows. The Eagles arena continues to be fairly empty during basketball balls games. Likewise, performance are not often sold out. On the day prior to

6. Action Taken by the Faculty Senate:

7. Action Taken by the Administration: