

WTAMU Faculty Advisory Council Meeting Minutes
November 21, 2025

Attended: Dr. Benton Allen, Dr. Emilie C. Baker, Dr. Brandon Bang, Dr. Ryan Brooks, Mr. Landon Brown, Dr. Li Chen, Dr. Alea Friemel, Dr. Nicholas Gerlich, Dr. Audrey Meador, Dr. Brandli Stitzel, Dr. Yong Yang, Dr. Walter Wendler

Absent: Dr. Ray Barbosa, Dr. Betty Coneway, Dr. Bridget Guerrero

The WTAMU Faculty Advisory Council (FAC) meeting started at 12:15 p.m. in OM 317.

Elect presiding officers

The following Faculty Advisory Council members were elected as presiding officers for 2025-2026:

- Chair/President: Dr. Brandon L. Bang
- Vice Chair/President: Dr. Audrey Meador
- Secretary/Parliamentarian: Dr. Li Chen

Subcommittee reports and discussions

The subcommittee on merit-based salary increase (hereafter “merit”)

Dr. Brooks (chair of the subcommittee on merit):

1. The subcommittee identified some major concerns expressed by faculty members:
 - Merit pay does not reflect true merit.
 - Merit is based on one-year evaluations only.
 - Salary compression and inversion are a growing concern.
 - What is the frequency to determine minimum salaries for instructors?
 - How does training compliance affect merit pay?
 - Concerns regarding the increased cost of living, market increase, and merit pay.
2. The subcommittee members have discussed some ideas:
 - Update the merit pay allocation system. E.g., divide the pool into 2/3 vs. 1/3, where 1/3 goes to merit pay.
 - Determine merit based on three-year evaluations.
 - Having a range of faculty members (e.g., 30%) get merit pay.

Dr. Stitzel explained the subcommittee’s ideas in detail and suggested that each academic unit might get a different share. Also suggested setting the “range” of faculty members who get merit pay in *the Faculty Handbook*.

Dr. Wendler expressed concern that administrators might have to make a difficult decision about the range of faculty members who receive merit pay.

Dr. Bang suggested that we need to know the exact number of faculty members in each department to further discuss the range of merit percentages. Dr. Wendler asked him to send him

an email about it. Dr. Bang also indicated that many faculty council representatives may not be familiar with the merit pay system, so he suggested emailing the council members about it for more details.

Dr. Wendler shared additional thoughts on determining merit based on three-year evaluations and other observations he had over years. Dr. Wendler suggested that merit should be used to enhance the excellence of the university and that there should be a fair, equitable approach to merit.

Dr. Bang suggested that the subcommittee reach out to department heads to gather their thoughts as well. Dr. Wendler concluded that he would be happy to continue discussions on this issue.

Adjournment

The meeting ended at around 1:17 pm.

Link to Recording of the Meeting

<https://www.youtube.com/watch?v=tq8QgzI68Cg>

Respectfully,
Li Chen, Secretary
11/21/2025

Reviewed and Approved by:

A handwritten signature in black ink, appearing to read 'Brandon L. Bang', is written over a light yellow rectangular background.

Brandon L. Bang, Ph.D.
President, Faculty Advisor Council
December 12, 2025