

INDIANA UNIVERSITY EAST
FACULTY SENATE MINUTES

April 15, 1997

Room 132 Whitewater Hall

11:00 AM

Presiding: Walter Wagor, President of Faculty Senate

Present: Avirappattu, G.; Baldwin, L.; Bandish, C.; Barton-Kriese, P.; Blake, J.; Blakey, G.; Brown, E.; Browne, B.; Browne, C.; Carter, R.; Dalphin, J.; Dhawale, K.; Englert, L.; Fahl, D.; Fell, M.; Fitzgerald, E.; Foos, M.; Fulton, D.; Gallo, E.; Goerss, B.; Henry, M.J.,; Hertzog, B.; Jayasuriya, K.; Lafuze, J.; Ludlum, C.; Marling, V.; McFadden, S.; Nishihara, L.; Osborne, R.; Osgood, T.; Rains, J.; Rao-Dev, V.; Rivard, T.J.; Roman-Royer, J.; Sabine, N.; Shapiro, S.; Shepherd, T.; Sherer, S.; Spencer, S.; Stolle, C.; Szopa, A.; Telfer, K.; Tolley, R.; Veramallay, A.; Wagor, W.; Watkins, M.; Williamson, T.; Wyett, J.; York, F.

I. Call To Order

The meeting was called to order at 11:13 am by Senate President Walter Wagor. He explained that the special meeting was called to continue with unfinished business relating to Salary Policy, from the March 4, 1997, Faculty Senate Meeting. The first item of business is to approve the list of May graduates.

II. May Graduate List - Carol Browne

Carol Browne announced one additional name to be added to the graduate list distributed at the April 1st meeting. Connie Nierste should be added as a BS in Business Administration. Ron Carter moved to accept this list of May Graduates. Larry Englert seconded. Motion passed. Walter Wagor said that, as always, the approved list is dependent upon students' successful completion of all degree requirements.

III. Proposed Additions and Revisions to the IU East Salary Policy - Lora Baldwin

A. MERIT POLICY - Lora Baldwin showed a comparison of current policy and the proposed policy. Currently everyone gets 1% of the base salary as a type of inflationary measure. Merit raises are a flat amount - everyone in the same category receives the same amount of money. Last year there were five merit categories. No one was in low or no merit category. The proposal is to take one-third of the total salary pool and divide it equally among all faculty to acknowledge inflation. The remaining two-thirds would be distributed using merit percentage rate of 1% for low up to 3.25% for highest. Any changes would be made in the Academic Handbook. Mike Foos asked about using the cost of living instead of one-third of what is available and adding the merit percentage on top of that. Mary Fell had several concerns about the change in policy and asked when the current policy was passed. Suzi Shapiro said three years ago. Mary Fell didn't think there had been a push from faculty to change the policy and wondered why it was being changed. She expressed concern about using inflation, which is a percentage, as a flat dollar amount. Lora Baldwin explained that the expectations for full professors are greater than for an assistant professor so they should get a higher percentage. Bob Hertzog agreed the expectations are greater, but their base salary is higher so they do not need to be rewarded again by getting a higher percentage added to the salary. He is in favor of flat rate. Kris Dhawale expressed his disagreement with the phrase that expectations should be higher for senior faculty. Mary Fell again expressed her initial concern that changing the policy was not necessarily the will of the Senate, but perhaps reflected the views of only a few. Suzi Shapiro stated that, although not brought to the Senate floor, faculty had talked to members of the Budgetary Affairs Committee regarding the salary policy. (Vandana spoke to the cost of living but her remarks were unintelligible on the tape) Judith Roman-Royer agreed that a flat amount was fair. Jerry Wyett voiced concern that we've given up the expectation of cost of living increases - which may not make such a difference year by year, but after 10-20 years, due to inflation, amounts to a 10-20% lower salary that it should be, and which is compounded by the merit increases figured on lower salaries. Ron Carter said assistant professors are

- rewarded but senior faculty who are around for 20 years do not receive proportionate increases. Kris Dhawale said that over time base salaries are increased, but people who have been at IU East a long time do not receive similar increases. Judith Roman-Royer said the difference in the amounts for the merit categories are so small that people do not have a real incentive to attain the higher merit. Walter Wagor mentioned two pieces of information relevant to the discussion. 1- Only six people did not receive high or highest merit last year. 2- In talking with colleagues from other campuses, there is a wide difference in methods used to determine salary. Some take entire cost of living from the salary pool first then divide remainder among merit; some take 75% of cost of living; some get no cost of living and divide all among merit. Mary Fell suggested increasing the percentage amount awarded in cost of living instead of merit, because if you give percentage based on merit you are telling assistant professors that their efforts toward merit are worth less than full professors and she felt that was unfair. George Blakey called the question. Walter Wagor said the motion on the floor was to approve the wording of the merit policy stated. A voice vote was inconclusive. Hand count vote - motion defeated.
- B. SALARY INCREASE FOR PROMOTION - Lora Baldwin explained that in the past persons going for P&T might get different amount because nothing was set. John Dalphin said it had been set at \$2,000 with approval from Charlie Nelms established in 1991. Mary Fell asked if it would be effective this fiscal year or subsequent years. Carol Browne said it could be set either way. George Blakey suggested discussing the proposal then deciding on implementation. Walter Wagor noted a point of information that the wording of the proposal does not distinguish between 12 and 9 month appointments, and all individuals of faculty ranks would receive the same amount for promotion. George Blakey called the question. Vote to call the question passed. Vote on motion to set \$2,000 amount for promotion to Associate Professor and \$3,000 for promotion to professor. - Passed. Bob Hertzog moved that this policy be implemented July 1, 1997. Neil Sabine seconded. Judith asked that since IU East is in the middle of biennium and faces budget cutbacks, and since people who went through P&T this year did not have expectations about the amount of increase, should implementation of the policy be postponed until next year so it could be budgeted? Lora Baldwin explained that raises are not budgeted, they are part of the salary pool and taken out first before merit. Mary Fell asked if there is a body that reviews salaries over time. Suzi Shapiro said it is part of Budgetary Affairs responsibilities. Larry Englert called the question. Vote to call question passed. Vote on motion to implement July 1, 1997, Passed.
- C. SALARY FLOORS - Lora Baldwin explained that the justification for changing salary floors is that they have been in existence for 5-7 years and seem to be ignored. The proposed change will raise floors to reflect actual floors. It was explained that this refers to hiring floors, and those persons under the floors would be adjusted up to the floors. The floors would be raised each year by 1%. Judith Roman-Royer suggested that the statement read - hiring floors be set at (a certain amount) for new faculty. She pointed out that the floor represents a minimum and not the same for everyone. People can be hired at a higher salary when experience or teaching area are considered. She added that people hired in a year or two may be making the same as someone hired a year or two ago. Judith made a motion to change the sentence "Hiring floors will be adjusted at the following amounts for new faculty, to: Hiring floors will be set at the following amounts for new faculty. Tom Osgood seconded. Discussion. Ron Carter offered a friendly amendment to say "Salary" floors Sue Sherer suggested changing "set" to "adjusted" and removing the word "new" before faculty. George Blakey called the question on the amendment. TJ Rivard seconded. Walter Wagor announced there was no longer a quorum so the business was concluded. Suzi Shapiro moved to adjourn. Seconded.

V. Adjournment

The meeting was adjourned at 12:07 pm.