

INDIANA UNIVERSITY

PRINCIPLES GUIDING FACULTY / LIBRARIAN SALARY POLICY

(By action of the University Faculty Council: April 25, 1989)

In recognition of differing salary conditions in various units of the university and differing conditions within units from year to year, this salary policy contains principles to guide decision-making in any unit of the university which allocates resources to faculty/librarian salaries. These principles are intended to foster flexibility, openness, fairness, and faculty/librarian participation in the formulation and monitoring of unit salary policies. These principles assume that those closest to the situation usually can make the most informed and fair salary decisions through the process of peer review. Each campus may adopt its own salary policy in accordance with these principles, and each unit may adopt written guidelines for implementing these principles. These policies and guidelines shall be subject to periodic review.

1. Salary policies for all faculty/librarians including part-time administrators should be determined by responsible administrators with the participation of appropriate elected faculty/librarian bodies or committees appointed by those elected faculty/librarian bodies.

2. Elected faculty/librarian bodies and administrators may exercise flexibility in responding to local circumstances. At all levels, allocations of resources to salaries should balance two principles:

- A. Rewarding comparable performance, distinction, and experience with comparable salary and
- B. Providing the support necessary to achieve the missions of the university.

3. Factors affecting the allocation of resources to salaries are:

- A. Merit and
 - B. Adjustments for salary minima (where they exist), remedial equity, inflation, recruitment, and retention.
- Merit has primacy among these.

4. Salary resources may be used to remedy inequities resulting from:

- A. Changing market conditions
- B. Inappropriate merit judgments
- C. Inadequate funding and
- D. Discrimination.

5. Salary decisions should avoid inappropriate widening of the disparities between low and high salaries, especially those resulting from the use of percentage increments. Salary increments may be made in either percentages or fixed-dollar amounts.

6. Salary minima (where they exist) should increase in step with the percentage increases in salary resources distributed by the campus as a whole.

7. Salary policies at every level should be written and available for inspection and other appropriate uses. A unit's responsible administrator shall report annually on salary policy implementation to the faculty/librarians in the unit.

8. A part-time administrator's performance as a faculty member/librarian shall be judged by the review process applicable to faculty/librarians, and performance as an administrator shall be judged by the review process applicable to administrators. If the part-time administrator receives an administrative salary supplement, the supplement leaves the salary base when the administrator resumes full-time faculty/librarian status.