IOWA STATE UNIVERSITY

Resource Policies and Allocations Council
Faculty Senate

RPA MEETING NOTES

Date/Time/Location: 14 February 2008 Meeting; 8:00-9:00 AM; 104 Lab of Mechanics
Attending: Travis Sapp (Bus), Chris Martin (Design), Margaret Torrie (CHS), Ricardo Rusenbusch (CVM), Arnold Van Der Valk (LAS), John Jackman (Engr), Sedahlia Crase, Gregory Palermo

1) Points of Discussion

The discussion was generally focused upon salary policy concepts. No decisions were reached. What follows is a outline of the topics – some of which may impact our FY’09 suggestions to Betsy:

   a) Current basic salary allocation is driven by Handbook policy as set by the senate: at least 33% for performance meeting expectations; leaving 67% of the pool for merit adjustments. Section 4.1 was last voted upon by the senate in March 2000. Here are the key sentences from 4.1.1: “Anyone receiving a rating of satisfactory shall receive a salary increment equal to at least one-third of the percentage of the general salary increase. … The President in consultation with the Faculty Senate may adjust the minimum percentage increase for satisfactory performance.”
      ~ given that there are currently other mechanisms for addressing merit should we revisit this policy regarding the minimum percentage, or is the permissive “at least” sufficient?
      ~ How will this impact FY’09

   b) Other factors related to salary structure – how shall we address them?
      ~ how to achieve market equity by discipline – would this be for every discipline
      ~ what role should seniority of years of service play in salary such as automatic increment
      ~ cost of living increment
      ~ are we secure in the alternative merit support mechanism to modify the 33% minimum

   c) What kinds of multiple value structures should be in place beyond retaining externally funded researchers which seems to be the main driver at present:
      ~ teaching value: how to we acknowledge this; reward this; the new budget model rewards large classes, but is that what valuing teaching is about
      ~ how do we value and support ‘non-externally-funded’ or limited funding scholarship
      ~ how do we create a culture of ‘mutual nurturing’

   d) Should we be conducting research into salary policies at peers?
      ~ what is the rank of peer discipline in peer schools
      ~ what are the salary structures internal to ISU
      ~ what kind of salary framework to we have relative to other universities

   e) FPDAs are ranked and awarded. Should they be extended by matter of right as a benefit so long as there is a reasonable work plan?

2) Next meeting:

   February 21, 2008

3) Spring Semester 2008 Schedule

   All meetings are scheduled for one hour: 8:00 – 9:00 AM. Meetings with the provost will be in Beardshear 1550; the other meetings will be in Lab of Mechanics 107
~ February 21 (w/provost & Ellen) at 1550 Beardshear
~ February 28
~ March 13 (w/ Ellen) at 1550 Beardshear
~ April 3
~ April 17 (w/provost & Ellen) at 1550 Beardshear
~ May 1

Please forward comments and corrections to G. Palermo

Notes prepared on behalf of the Council by G. Palermo, chair.