RPA MEETING MINUTES

Date/Time/Location: 21 February 2008 Meeting; 8:00-9:00 AM; 1550 Beardshear
Attending: Arnold Van Der Valk (LAS), John Jackman (Engr), Ricardo Rosenblum (VetMed), Margaret Torrie (CHS), Travis Sapp (Bus), Jack Girton (Chr. Research), Sedahlia Crase, Betsy Hoffman, Ellen Rasmussen, Gregory Palermo

1) Approved Agenda for 1/21/08.
   Update regarding Research Policy added under #5 Other Items; approved as modified.

2) Minutes of meetings 1/24 and 1/31/08.
   Approved as presented. G. Palermo to remove ‘draft’ and send to Senate office.

4) Provost’s Items
   ~ Faculty numbers and salaries: In response to Senate and her own concerns over declining numbers of tenured and tenure-track faculty, the provost inquired into the circumstances at SUI and UNI where during the past 10 years there does not appear to be a similar decline in faculty numbers, and salary increases and relationship to peers seem to have been more robust. Issues from her assessment included: union contract faculty replacement and formula raises at UNI; the meshing of SUI Hospital and academic funding; proximity to out of state students; athletics spin-offs; and reallocation to invest in key people, partner accommodation programs, and funding for top recruits. As outlined in her address to the Senate on 2/12/08, the provost is committed to rebuilding the faculty and improved salary position relative to peers.
   ~ Good To Great: The provost distributed ‘Key Points’ and ‘Unexpected Findings’ summaries from Good to Great by Jim Collins. Habits of successful organizations that have currency for ISU: what are your sources of passion; what are your sources of $; where can you be the best; where do you lead and where can you lead. Potential to impact university planning and investment at multiple levels.

5) RMM Implementation
   ~ Salary policy for FY’09. Discussion based upon provost e-mail of 1/24 requesting input into salary policy for FY’09; and the E. Rasmussen response of 2/20 to RPA memo seeking information that would assist us with our efforts. Additional points for consideration:
   > Legislative salary bill: all funds from this must go to salaries. These are committed by July 1 and include the first round of market equity adjustments.
   > Mid-year salary enhancements were funded from the ‘general legislative fund’ and will be part of the base budget for the next FY
   > Retention and partner pools: from ‘general legislative fund’
   > Would like to continue to invest in best departments, best people, and start-up for new faculty. Are looking to units & people who are national leaders
   > Need not just research strength, but also teaching strength

4) Other items:
   ~ Research Policy: The Research Policy is under review by Paul Tanaka and the university counsel’s office. There are a few concerns about consistency with respect to referencing various types of research agreements and those which need review. Provost Hoffman will contact P. Tanaka and J. Brighton to review those issues.
Subsequent to that review, J. Gorton will provide an update, possibly with revisions, for the RPA and Senate.

5) Next meeting:

February 28, 2008

6) 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

March 6
March 13 (w/provost & Ellen) at 1550 Beardshear
April 3
April 10
April 17 (w/provost & Ellen) at 1550 Beardshear
April 24
May 1

Please forward comments and corrections to G. Palermo

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