

**Executive Summary: Final Report and Recommendations**  
**Ad Hoc Committee on Faculty Retention and Recruitment**  
**College of Arts & Sciences, Idaho State University**  
**May 2006**

**Visual Two: Recommendations by Administrative Level**

<b>College</b>	<b>University</b>
<u>Area 1: Compensation</u>	
1. Comprehensive pay schedule	1. Comprehensive pay schedule
2. 100% average of salary studies	2. 100% average of salary studies
3. Department-specific merit-based pay criteria	4. Improved benefits
<u>Area 2: Administrative-Faculty Relations</u>	
1. Improve communication	2. Include faculty in decisions
2. Include faculty in decisions	3. Clarify and reform the administrative hiring process
<u>Area 3: Professional Development &amp; Culture of Excellence</u>	
	1. Increase research/creative activity travel support
2. Funding distribution	
3. Procedures for supplemental travel	3. Procedures for supplemental travel
	4. Improve support services
5. Short-term admin. opportunities	5. Short-term admin. opportunities
6. Competitive library development grants	
7. Reward careers & major faculty achievements	8. Recruit more high-performing and out-of-state students
9. Host more cross-departmental engagements	
<u>Area 4: Workload</u>	
1. Create an equitable workload policy	1. Create an equitable workload policy
2. Flexibility in workload	
	3. Shorten the semester
<u>Area 5: Family Accommodation</u>	
	1. Parental/Family leave
	2. Tenure clock policy
	3. Tuition benefits
4. Childcare	
5. Partner employment	5. Partner employment
6. Partner hire policy	
7. Periodic panels/seminars on dual career couples	
8. Partner benefits	8. Partner benefits
9. Housing services	
<u>Area 6: Culture of Recognition</u>	
1. Recognize faculty achievements more publicly	
2. Disseminate a public-oriented annual report on major faculty accomplishments	
<u>Area 7: ISU-Local Community</u>	
1. PR & Outreach	
2. Community-oriented CA&S events	
3. Stunt to highlight CA&S in the community	