

Idaho State University
Faculty Professional Policies Council
Minutes

Thursday, March 13, 2008
11:00 AM
Bear River Room, Student Union Building

In Attendance: Adkison, Allen, Hasenpflug (Chair), Johnson, Olah, Payne, Savage, Shropshire
Excused: Dundas, Hatzenbuehler, Marsh
Absent: Meyer
Non-voting: Wallace (Recording Secretary)

1. Minutes

- a. from January 31, 2008 meeting
- b. from February 28, 2008 meeting

ACTION: Moved by Shropshire to approve both sets of minutes. Seconded by Adkison. No discussion. Motion passed unanimously.

2. Announcements

During the next meeting in April the Council needs to choose a new Chair for the next academic year, as well as decide upon a new meeting day and time. The Chair's term is for one year, with a one-year reelection possible. The Chair must be available on Mondays at 4:00 p.m. to attend the Faculty Senate Advisory Council meetings which are usually held every fourth Monday, starting in September. The Advisory Council is a forum for Council Chairs to meet with the upper Administration and Faculty Senate leadership to update them and get feedback on Councils' work and progress.

3. Continuing Business

- a. Salary Schedules findings – draft document

Hasenpflug asked the Council members how they wanted to proceed in making recommendations to the Faculty Senate. Olah reminded that the Council's goal was to research salary schedules. Johnson felt the charge from the Faculty Senate was to come up with some feasible and credible ways of rectifying the deficiencies in the current salary system.

Adkison mentioned that ISU used to have a time-in-rank salary schedule many years ago; the State Legislature eliminated that system and replaced it with the current system of occasional merit increases. The Joint Finance Appropriations Committee (JFAC) of the State Legislature is the entity that actually sets the university's budget every year; the State Board of Education only approves JFAC's allocations to the various institutions. The University President then sets the budgets for the various units in the university based on the appropriations received from the State. Salary increases are currently on a year-by-year allocation that may or may not come. Any salary schedule would have to be approved by the State Legislature and they would have to allocate the requisite funding every year.

The problem is to find other alternative ways to address the issues of **inflation, equity, parity** with other institutions in the State and nation, and **recruiting and retention** challenges. The State sees university faculty as simply State employees, no different than

any other type of agency employees. Adkison strongly recommended against any sort of time-in-rank-based system, since the State is unlikely to consider it. He suggested focusing on **cost-of-living** (COLA) and **inflation** indices. The CUPA data shows that inflation is outpacing faculty salaries. Market forces do not have much influence on faculty salaries. ISU has a fairly good merit system, but it may not be implemented the same way from department to department.

Payne reminded council members that the Faculty Senate was asking for a clear, unified message to keep salaries at the top of the university's priority list. Cost of living increases is a good point to focus on because it is concrete, specific and do-able. Adkison agreed that it would tie in well with the university's strategic planning and the dollar amount required could be easily figured out.

Hasenpflug summarized the council's opinion not to recommend a salary increase schedule based on time time-in-rank because of its potential illegality as well as the difficulty in getting anywhere with it. Johnson said it would work only in conjunction with merit and performance.

Some ISU departments are way behind the CUPA average, and some are about on par or even above 85% of CUPA. Payne suggested Barbara Adamcik be asked to give that data to the Faculty Senate. Salary inequities are causing faculty recruitment and retention problems. Adkison reminded the Council that the University's vision is to increase the research profile of ISU which translates into instruction. Salary and equity issues will have to be addressed in order to make this happen. **Compression, inversion and salary erosion** are the primary problems. Those three issues are interrelated and interconnected. No amount of infrequent merit-based increases will address these problems because they do not increase the base budget. ISU has to make a good case to the State legislature and JFAC that it is worthy of their investment and will be good stewards of the money they allocate. A solid plan that takes care of all disciplines must be in place before going to the State. This Council needs to give Faculty Senate a clear, concise, workable recommendation that can be presented to the Administration, who in turn can take it to the State.

In an informal show of hands, the Council was **unanimous in not recommending a salary schedule** per se. The focus will be salary erosion and the factors that contribute to it. Hasenpflug asked members to draft their ideas into specific sentences, phrases or paragraphs and send those to him. He will revise the document accordingly and send it out for the Council to review before the next meeting.

4. Adjournment: 12:07 p.m.

The next meeting is scheduled for April 24, 2008 at 11:00 a.m. in the Clearwater Room.

Respectfully submitted,

Catherine Wallace
Administrative Assistant I
Faculty Senate Office

Approved by Faculty Professional Policies Council: September 3, 2008
Accepted by Faculty Senate: September 15, 2008