Resource Policies and Allocations Council (RPA)

Agenda - Thursday, April 1st, 2021 (8:30 – 9:30 am) (WEBEX)

I. Call to Order
II. Open discussion

Follow up to previous meetings on budget and financial decisions affecting faculty and departments at ISU. Discussion about budget updates and allocations; student enrollment, tuition, and recruitment strategies; legislative session; and climate within higher education.

Today’s discussion

1. **Faculty Compensation Committee** – Vern Schaefer, Chair

Recommendations and discussion about faculty compensation forwarded to and discussed by the RPA.

First, discuss faculty salary increases, COVID-19 bonus payment, and salary adjustments. Salary increases among faculty should be a priority in 2021 with several options, including one-time salary increase. Also discussed merit pay as basis for salary increase, but thought that the across-the-board increase better option given additional effort and hardships endured during the COVID-19 pandemic.

In addition, address pay equity regarding gender and racial/ethnic disparities, as well as inequities regarding age, disciplines, experience, length of service, etc. The latter would build on the Aon study performed at ISU in the past few years. Possible use of in-house experience in methodology and data gathering.

2. **RIO program and impact** on departments. Savings to colleges. Minimal faculty hiring to cover courses and other roles of these senior faculty.

3. **Updates on ISU budget** and proposed adjustments to FY 2021 finances.

4. **Faculty Involvement** – recommendations on how faculty can support the administration with above issues - Input from Senators and faculty at large in decision-making

5. **Agenda for RPA** with remaining meetings

Are there some ‘audacious’ goals and topics that we want to resolve or address before the end of the academic year?

These items are designed to produce a productive discussion about the role of Faculty Senate in resource policies and allocations, especially given the current budget situation, COVID-19 pandemic, and overall climate in higher education.

✓ Other items from the floor
✓ Adjournment