



IOWA STATE UNIVERSITY
Faculty Senate

Resource Policies and Allocations Council (RPA)

Weds., Dec 8th, 2:00 – 3:00 p.m. (#3150 Beardshear Hall)

2021-2022 Council Membership: Ann Oberhauser (SOC, Chair RPA), Eric Burrough (VET), Diane Janvrin (BUS), Mikesch Muecke (ARCH), Kelly Reddy-Best (HSC), Kevin Roe (NREM), Chris Williams (CCE), Jack Dekkers ((CCE) Faculty Compensation Committee Chair), Jeff Essner ((GDCB) RPP Committee Chair), Doug Jacobson ((ECE) IT Committee Chair), Jon Perkins ((Faculty Senate President Elect), Andrea Wheeler (Faculty Senate President), Carol Faber (Faculty Senate Past President); and Jonathan Wickert (SVPP)

Agenda

I. Call to Order and changes to the agenda

II. Update on Previous Topics and Discussions

- a) **Faculty Salary, Equity Issues, and 2021 Raises** – the Faculty Compensation Cmt. is meeting with administrators and gathering information about salary inequities, peer institutions (competitiveness of ISU faculty salaries), and method / process of distributing salary raises.
- b) These conversations are informed by discussions about 1) a general model of pay equity re: gender, race, ethnicity and 2) consistency and transparency among department chairs and deans in making these decisions.
- c) Develop a process whereby faculty who feel they have experienced pay inequity will receive guidance and support for investigation into pay inequity. (*See excerpt on gender pay from Office of Equal Opportunity below.*)
- d) Provide and update table with data on 2021 faculty salary raises by college. Previous version shows disparities among colleges in priorities and provides guidance on discretionary distribution of 2.0% merit raise.
- e) **Winter session** – updates on enrollment, tuition revenue, expenditures, and faculty compensation.

III. Discuss the Resource Management Model (RMM) at ISU. (See definition and background to this model at this [LINK](#))

Questions have been raised about the ‘allocations’ part of the RPA Council mission. This is linked to the RMM budget model and provides an opportunity to revisit and assess the equity and impact of incentive-based and flexible manner of managing the operating budget at ISU.

In particular, some have expressed concern about the incentive-based model which prioritizes student enrollment and thus tuition revenue instead of research and outreach. How do these objectives fit with the strategic goals of the university?

The RMM documentation is spelled out on the ISU Budget, Financial Strategy, and Treasury [website](#). Based on stats we were given last year (FY21), Tuition and Fees made up 70% of the General Education revenue and 62% of the General Fund.

After establishing these parameters, the RPA and administration can discuss options and alternative solutions to this budget model.

IV. Updates from RPA Council committees

- Research planning and policy
- Information technology

- ✓ Other items from the floor
- ✓ Adjournment

Published in ISU Office of Equal Opportunity December 2021 Newsletter

Gender Pay and Promotion Gaps

The gender pay gap is present in all careers but recent studies have shown the gender pay gap is greater among those in the STEM fields. Not only is there a gender pay gap, there is also a gender promotion gap. Dr. Rajshree Agarwal, author of the study [Gender Pay Gap Greater in Academia Than Industry Among Non-Tenured Faculty](#) said, “the gender pay gap at rookie and high-ranking positions does not exist, which shows progress. But I do worry about the causes and consequences of what looks like a promotion gap.” So, while the pay gap is still present, a promotion gap is growing.

The Margaret Sloss Center at Iowa State has many [programs, resources, and events](#) to help educate people of the importance of recognizing marginalized groups, gender being one of those groups. The Institutional Research department at Iowa State can provide detailed information about salaries of Iowa State University employees.

To request university statistics visit <https://www.ir.iastate.edu>. OEO is committed to ensuring equal access to employment opportunities in support of the university's commitment to equal opportunity, affirmative action, and diversity.

If you have concerns about inequity or discrimination based on gender, please contact our office. You can also find Discrimination and Harassment Prevention courses on [Learn@ISU](#) to strengthen your knowledge on the topic. For more information about the university's stance on this and related topic, review the Non-Discrimination and Anti-Harassment policy: <https://www.policy.iastate.edu/policy/discrimination/>.