



IOWA STATE UNIVERSITY  
Faculty Senate

**Resource Policies and Allocations Council (RPA)**

Weds., Feb. 16<sup>th</sup>, 2:00 – 3:00 p.m. (#3150 Beardshear Hall)

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**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**

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**I. Call to Order and changes to the agenda**

**II. Update on Previous Initiatives and Discussions**

- a) **Faculty Salary Equity Study** – the Faculty Compensation Committee completed its work with the Office of the Senior Vice President and Provost on this project. A Working Group will convene to develop a salary equity study based on salary differences in relation to protected classes. See attached document for details of this proposal and timeline.
- b) **Faculty Salary Raise Recommendations** – the Faculty Comp. Cmt. forwarded a proposal for recommended salary raises for FY 2022-23. This was approved by the RPA Council and will be forwarded to the administration to consider in allocating salary raises. Several recommendations were made supporting the distribution of funds that will address the disproportionate impact of inflation and the pandemic on faculty at lower salary levels. In addition, we recommend timely and transparent discussions regarding salary policies and decisions. See attached recommendations.

**III. Provost updates on budget planning and legislative issues**

- Follow-up on ISU budget status, enrollment projections, and appropriations
- Iowa legislature and proposed budget for higher education

**IV. Proposal to adjust Human Resource policy to offer adoption benefits at ISU**

The Faculty Senate RPA Council has been approached by a staff member in the P & S Council to request that ISU Human Resources offer financial assistance to employees for adoption of a child. Employees are currently eligible for assistance with childbirth through ISU health insurance and family leave options. ISU employees, however, do not receive financial assistance for adoption. Several peer institutions provide this type of benefit.

The RPA Council supports this request which will offer important benefits for LGBTQ+ employees and those for whom adoption is a viable way to have children. This would also offer a more inclusive family-friendly policy that will assist in recruitment and retention of faculty and staff at ISU.

- ✓ Other items from the floor
- ✓ Adjournment