



IOWA STATE UNIVERSITY  
Faculty Senate

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

Weds., Jan. 12<sup>th</sup>, 2:00 – 3:00 p.m. (Virtual - Webex)

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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 Topics and Discussions**

- a) **Faculty Salary, Equity Issues, and 2021 Raises** – the Faculty Compensation Cmt. has been 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) Proposal to develop a process whereby faculty will receive guidance and support for investigation into pay inequity.
- d) Plans to form ad hoc committee to gather info and analyze equity and competitive salary topics with the Office of Institutional Research (Karen Zunkel and Brenda Behling) and Provost Office (Dawn Bratsch-Prince)

**III. Discuss Resource Management Model (RMM) at ISU.** (See background to this model at this [LINK](#))  
– Review presentation by Ellen Reints at December meeting

Revisit RMM budget model to assess the equity and impact of incentive-based and flexible manner of managing the operating budget at ISU.

Does the incentive-based model prioritize 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.

The RPA and administration can discuss options and alternative solutions to this budget model.

IV. Upcoming **Iowa Legislative Session** and plans for funding higher education (See attached *Cedar Rapids Gazette* article on higher ed in upcoming session.)

**V. Updates from RPA Council committees**

- Research planning and policy
- Information technology
  
- ✓ Other items from the floor
- ✓ Adjournment