



IOWA STATE UNIVERSITY
Faculty Senate

Resource Policies and Allocations Council (RPA)

Weds, Nov 17th, 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. Updates on ISU budget status

Discuss overall budget status with enrollment data, tuition, revenues, state allocation, expenditure of CARES Act Emergency Relief Funds, and other budget updates. Predications for winter term enrollment and tuition revenue.

III. Faculty Salary Equity Issues and Compensation

The RPA and Faculty Compensation Committee have been discussing issues concerning salary equity at ISU. Several questions have been raised regarding the available data and need for equity among faculty across and within colleges and departments. Some of this information is available through the report on Faculty salary comparisons (2009-2020) prepared by ISU Office of Institutional Research) ([LINK](https://www.ir.iastate.edu/sites/default/files/PDF's/Faculty_Salary_2019-20.pdf)) https://www.ir.iastate.edu/sites/default/files/PDF's/Faculty_Salary_2019-20.pdf

We have several questions for the administration regarding how we define equity, salary compression among the faculty at ISU, peer institutions (OIR report compares us with peer land-grant institutions), and contract renewal policies. The Faculty Compensation Committee will meet with Dawn Bratsch-Prince to discuss some of these issues as well. The Council feels that addressing these issues is critical to the recruitment and retention of high quality faculty at ISU.

Another issue we have discussed is faculty compensation for teaching courses during the winter session. As an ‘add-on’ term to the otherwise 3-term (Fall, Spring, and Summer) school year, we would like to advocate for a consistent and fair method of compensating faculty who teach during this session.

In addition, we would like to participate in decisions regarding allocation of revenue from tuition generated during the winter session. These courses are helpful for students to reach their graduation deadlines and fulfill general education requirements. Faculty who teach these courses are often teaching full loads in the fall and spring semesters, thus it is additional time and effort for them.

IV. 2021 Salary Raise

The implementation of across-the-board (2.1%) and discretionary merit raises (2.0%) has also been discussed in the Faculty Compensation committee. The committee is working with the administration to access data and discuss the amount allocated to merit increases this fall and a college breakdown of money allocated and spent on merit raises. Based on preliminary data, this money seemed to have been delivered in an inconsistent manner and may thus lead to further disparities and inequity among faculty in certain departments and colleges. We would like to be involved in discussions about how colleges allocate these merit increases in the future.

- ✓ Questions from Senior VP Wickert for RPA Members
- ✓ Other items from the floor
- ✓ Adjournment