



IOWA STATE UNIVERSITY
Faculty Senate

Resource Policies and Allocations Council (RPA)

Agenda – Wednesday, Sept. 8, 2021 (2:00 – 3:00 pm) #107 Lab of Mechanics

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)

A. *Call to Order*

B. *Discussion –*

1. Introductions and background to RPA Council

Council Charge: Develops and maintains a system for shared governance to ensure communication between faculty and administration in relation to resource policies and allocations; advances proposals consistent with Faculty Senate initiatives and priorities; recommends initiatives to the senate pertaining to resource policies and allocations; works with the university president and other administrators to implement approved policies.

(No recorded minutes - some information 'off the record' and internal to the Council)

2. Updates from the Provost's Office

Budget status entering FY 2022, student enrollment, 2021-22 raises, and fall planning with COVID precautions

3. 2021 – 22 Agenda Items for RPA

Discussion about RPA priorities and charge for academic year. 'Audacious goals' and topics to address next academic year. Engage in productive discussion about the role of Faculty Senate in resource policies and allocations. Considerations about current budget situation, transitioning from COVID-19 pandemic, and overall climate in higher education.

Discussion - Delegation of work among committees under the RPA Council.

A. *Compensation and Salaries*

Status of faculty salary increases. - Distribution and amount of raise given recent years with low annual increases. (4% divided into across-the-board and merit) Recommend that faculty salary increases are a priority in 2022. Goal for competitive salaries in comparison to peer institutions.

Impact of salary increases on college budgets

B. Pay Equity

Address pay equity regarding gender and racial/ethnic disparities, as well as inequities across and among departments and colleges, experience, length of service, etc. Build on the Aon-Hewitt study performed at ISU in recent years. Utilize in-house expertise to gather and analyze data.

C. Faculty workload with fewer support staff and faculty members

Recent retirements and lack of hiring has impact on departments and faculty. Same amount of work and service with reduced numbers of faculty.

Impact of ISD on faculty workload and increasing managerial tasks.

D. Student enrollment and recruitment at ISU

Current enrollment and projections for next 2-5 years. Recruitment and retention strategies to offset recent declines (Out-of-state vs. in-state students). Effect of increased tuition on applications and enrollment. Status of differential tuition and revenues by college.

Next meeting - Sept. 29th (2:00 - 3:00)

✓ Adjournment - Thank you!!!