

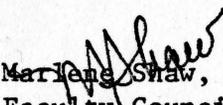
INDIANA STATE UNIVERSITY EVANSVILLE

8600 University Boulevard
EVANSVILLE, INDIANA 47712

INTER-DEPARTMENTAL MEMORANDUM

TO: FACULTY MEMBERS

DATE: November 4, 1980

FROM:  Marlene Straw, Chairman
Faculty Council

SUBJECT: FACULTY COUNCIL MEETING: Session #7

The seventh session of Faculty Council will be held:

Tuesday, November 11, 1980
Faculty Reading Room
3:00 pm

Agenda:

1. Minutes of session #7.
2. Date of next meeting.
3. Merit Pay: Discussion IV.
4. Old Business.
 - a) Coffee and Conversation
5. New Business.
6. Reports.
7. Adjournment.

SESSION #7
MINUTES OF THE 1980-81
FACULTY COUNCIL MEETINGS

Time: Tuesday, November 11, 1980; 3:00 p.m. in the Faculty Reading Room

Members Present: Marlene Shaw, Chairman; Professors P. Bennett, W. Hopkins, D. Kinsey, D. Lux, H. Sands, H. Van Over, M. Waitman

Ex-Officio Present: President Rice

Others Present: Mrs. Walden

1. The minutes of October 31, 1980, Session #6, were approved as amended.
2. The Chairman reported that she had sent letters to the following: Dr. Bigham, concerning membership and purpose of the Special Committee for Improvement of Faculty Economic Status; Dr. DaRosa, concerning examination of promotion criteria; and to Dr. Wilhelmus, concerning the process of meritorious recognition.
3. The next Faculty Council meeting will be Friday, November 21, 1980 at 2:00 p.m. in the Faculty Reading Room.

4. Merit Pay: Discussion IV. (70-minute limit)

Dr. Hopkins requested the floor for 5-10 minutes to discuss the effects of adding merit pay increases to the recipient's base salary. With permission granted he then distributed an example (see attachment) that illustrated the five-year pay differentials that arise in faculty pay when one person does and another does not receive merit pay in the first of a five-year analysis. In light of the potential for rather wide differences in pay he felt that it is essential that the merit selection process allow faculty the right to choose peer review if so desired.

Dr. Van Over stated that the Division of Business still prefers Alternative 3A. He then raised the questions of how such peer evaluation would work and what would happen in the event faculty did not want to participate in the evaluation process.

Dr. Sands then distributed a proposal that suggested that Division members retain the right to select the identification process of merit recipients by voting within the Division, with perhaps a 75% majority required to implement the process.

Dr. Kinsey raised the question of what process would be utilized in the event that Division members were fairly evenly divided on two processes.

Dr. Shaw noted that the discussion regarding meritorious recognition has been sent to the Faculty Academic Affairs Committee for the establishment of criteria for selection of individuals and the form of the recognition. Dr. Shaw then asked Council members if they felt the criteria for merit pay should be established by each Division. General remarks were in the affirmative.

Dr. Hopkins noted that the Division of Social Science has a Divisional committee which recommends merit pay recipients. An entire slate of individuals nominated for this committee is presented to the entire Social Science faculty. The

faculty may choose to accept any part or all of the salary, or they may choose a different salary altogether. He also felt that dissension within various Divisions should be protected; not that opinions should be agreed with, but for the mere fact that faculty should be protected. He again stressed the need for the establishment of peer review committees to allow faculty members to be included in the merit pay process.

In regards to the Deadline for Decision, it was felt that this deadline serves the purpose of assuring the faculty that an adequate amount of time will be set aside each year to evaluate candidates. It was noted that some faculty members would feel more at ease knowing that there was a decision deadline. It was suggested that the final list of selected individuals should be placed in the hands of the Division Chairman for the final decision.

Regarding the notification of merit pay recipients, Dr. Waitman said that he felt a public ceremony would be the best way to notify and recognize persons receiving merit. Dr. Sands felt that some type of short letter should be sent to the individual receiving merit. President Rice noted that it would be difficult to write letters to each of the individuals receiving merit pay. He further remarked that typically the recipient of merit pay knows why he/she did receive merit. Dr. Shaw stated that she favored a letter be sent from the Division Chairman to each merit pay recipient, and that a copy be placed in the individual's personnel file. She believed that a letter outlining the major reasons for receiving merit pay would provide one avenue for demonstrating positive support of faculty members. The letter would also provide support for an individual's application for promotion.

Dr. Kinsey observed that the situation could mushroom and letters would have to be sent to individuals not receiving merit pay with an explanation of why they did not.

Discussion V will be held at the next Faculty Council meeting. This discussion will cover Items #7 and #8 on Merit Pay.

Dr. Van Over recommended that the Council should consider voting on the merit pay items at the November 21, 1980 meeting. Dr. Kinsey made the recommendation that Dr. Shaw and two other council members meet to establish a list of motions to be voted on regarding these issues. Dr. Shaw selected Dr. Kinsey and Dr. Waitman.

5. Old Business

Coffee and Conversation: Dr. Shaw reported on the Coffee and Conversation. The agreement made with SAGA is for a guaranteed \$9.25 per day for coffee, fruit, and doughnuts. Daily receipts are fluctuating from \$2 to \$7.00 with the Foundation agreeing to make up the difference. Dr. Sands reported that she has heard positive remarks from various faculty members regarding the Coffee and Conversation time.

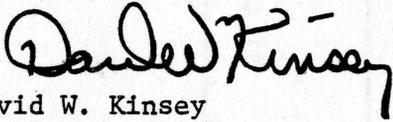
6. Report from President Rice

Dr. Rice reported on the recent operating budget recommendations made by the Indiana Commission for Higher Education for the 1981-83 biennium. Three budget alternatives were prepared based on 0% + 5%, 5% + 5%, and 10% + 10% state appropriations increases in the two years of the biennium. ICHE voted 6:4 to transmit alternative C (10% + 10%) to the State Budget Agency. Alternative C

provides for 12% student fee and 10% state appropriation increases in each year of the biennium. This would produce an 8% increase in salary, wages, supplies and equipment monies in each year of the biennium. ICHE will make available to the Budget Agency the affect of increasing state appropriations only 5% + 5% as well as 0% + 5%. Alternative C does not include funds for assuming retirement contributions nor for ISUE renovation and repair or capital requests.

7. The meeting was adjourned at 4:57 p.m.

Respectfully submitted,



David W. Kinsey
Secretary, Faculty Council
12/12/80