

INDIANA STATE UNIVERSITY EVANSVILLE

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EVANSVILLE, INDIANA 47712

INTER-DEPARTMENTAL MEMORANDUM

TO: **FACULTY MEMBERS**

DATE: **October 23, 1980**

FROM: **MARLENE SHAW, CHAIRMAN
FACULTY COUNCIL**

SUBJECT: **FACULTY COUNCIL MEETING: SESSION #6**

The sixth session of Faculty Council will be held:

**Friday, October 31, 1980
Faculty Reading Room
2:00 p.m.**

Agenda:

1. Minutes of Session #5.
2. Date of next meeting.
3. Meritorious Recognition/Merit Pay: Discussion III of 1979-80 Faculty Council Subcommittee Recommendations.
4. Old Business
 - a. Assignment of "Procedures for New/Foreign Students: Math/English Testing, Pre-advising, Registration" to Committee.
 - b. Nomination and election of faculty members to the Special Committee for the Improvement of Faculty Economic Status.
5. New Business
 - a. Suggested review of Promotions Criteria by 1980-81 Promotions Committee.
6. Reports
7. Adjournment

APPROVED
November 11, 1980
Session #7

SESSION #6
MINUTES OF THE 1980-81
FACULTY COUNCIL MEETINGS

Time: Friday, October 31, 1980; 2:00 p.m. in the Faculty Reading Room

Members Present: Marlene Shaw, Chairman; Professors P. Bennett, W. Hopkins, D. Kinsey, D. Lux, W. Everett (for H. Sands), H. Van Over, J. Venatta (for J. Davis), M. Waitman

Ex-Officio Present: Vice President Reid

Others Present: Dr. Edwards, Mr. Goss, Dr. Settle, Mrs. Walden, Student Government Representative

1. Dr. Hopkins noted that Agenda Item 5-A should be listed under Old Business instead of New Business and moved to discuss this item first on the agenda. Dr. Waitman seconded the motion. It was decided to maintain the order of agenda items, but to limit discussion of each to a specific period of time.
2. The minutes of Session #5, October 21, 1980, were approved as amended.
3. The next meeting of the Faculty Council will be Tuesday, November 11, 1980 at 3:00 p.m. in the Faculty Reading Room.
4. Meritorious Recognition/Merit Pay - Discussion III. (60-minute limit)
Dr. Shaw stated that the task at hand is for Faculty Council to formulate the best policy it can agree upon for merit pay.

Dr. Venatta stated that some members of her Division thought merit pay should be a bonus rather than included in the salary base.

Dr. Hopkins suggested a modification of the present system of adding merit pay to the salary base. He used an example of Professor X receiving a first year merit increase of 15%. Since this increase is then built into X's base pay it would be possible in the subsequent year to reduce X's percent increase relative to other professors freeing monies for merit awards to other professors.

Dr. Van Over commented that merit is given to persons for improving their work proficiency. If the percentage of salary increase were reduced in the following years, then persons would not try as hard to maintain their high level of performance.

Discussion of merit pay as a bonus centered around the flexible use of these monies within the University salary budget in successive years. Addition of merit pay to the individual's salary base ensures its inclusion in the faculty salary base. The consensus of the Council was to include merit pay in the salary base.

It was the general consensus of the Council that individuals are evaluated for merit pay over the previous 12-month period. Dr. Waitman stated that such performances are recorded in the faculty members' Annual Reports.

Dr. Waitman felt that merit pay should be based on the yearly performance of an

individual. He also felt that achieving meritorious distinction in any single year should serve as sufficient justification for including any merit pay increase in the faculty members' salary base.

Dr. Everett suggested that some form of recognition should be made for faculty members who demonstrate meritorious performance. He suggested this could be made at a public ceremony such as Graduation or Honors Day.

Dr. Shaw suggested that discussion might be clarified if the issues of meritorious recognition and merit pay were separated. Council members agreed to limit future discussion to merit pay.

5. Old Business

a. Assignment of "Procedures for New/Foreign Students: Math/English Testing, Pre-advising, Registration" to Committee. (10-minute limit)

Dr. Waitman made a motion that this item be sent to a joint subcommittee formed from members of the Faculty and Academic Affairs Committee and the Student Academic Affairs Committee. Paul Bennett seconded and the motion passed. The Chairmen of these Committees are to select the subcommittee members.

b. Faculty Council voted to send the issue of meritorious recognition to the Faculty and Academic Affairs Committee. The Committee is to recommend ways in which faculty members should be recognized for meritorious performance. Suggestions for their consideration included a public and ceremonial recognition at Graduation or Honors Day, plus release time for creative/scholarly/course related activity, bonus pay, or a Development Award for pursuing a special project.

c. Nomination and Election of Special Committee for Improvement of Faculty Economic Status. (20-minute limit)

Dr. Hopkins recommended that a representative from each Division be appointed to this committee. Dr. Everett seconded, motion carried.

The following persons were nominated for the Special Committee:

Paul Robinson - Allied Health

Barbara Marting - Business

Robert Small - Education

Jay Fredrich - Engineering Technology

Eric vonFuhrmann - Humanities

Marlene Shaw - Science and Math

Darrel Bigham - Social Science

Dr. Hopkins moved that these persons constitute the committee. The motion was seconded and carried.

Eric vonFuhrmann and Darrel Bigham were nominated to serve as chairman of this committee. A vote was taken and Dr. Bigham was elected to chair the committee.

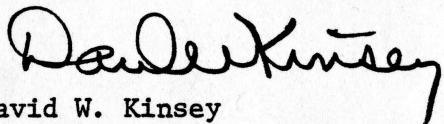
Dr. Shaw will forward to Dr. Bigham a letter regarding the purpose and functions of the special committee.

d. Review of Promotions Criteria. (10-minute limit)

Dr. Hopkins moved that Dr. DaRosa convene the Promotions Committee and review the criteria for promotions. The review should include an open forum to which faculty and administrators are invited. Dr. Waitman seconded, and the motion carried. Dr. Hopkins suggested that the Committee submit their recommendations to Faculty Council early enough to become effective for the 1980-81 promotions evaluations. Mr. Goss indicated that considerably more time would be necessary for deliberation, and that it would be unfair to 1980-81 applicants to change criteria in mid-year. Dr. Shaw suggested that the Promotions Committee keep in mind that the mission of the University should be reflected in the promotions criteria.

6. Meeting was adjourned at 3:50 p.m.

Respectfully submitted,



David W. Kinsey
Secretary, Faculty Council
November 11, 1980