

INDIANA STATE UNIVERSITY EVANSVILLE

8600 University Boulevard
EVANSVILLE, INDIANA 47712

INTER-DEPARTMENTAL MEMORANDUM

TO: **FACULTY MEMBERS**

DATE: **October 14, 1980**

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

SUBJECT: **FACULTY COUNCIL MEETING: SESSION #5**

The fifth session of Faculty Council will be held:

Tuesday, October 21, 1980

+ UC 353 +

3:00

Agenda:

1. Minutes of Session #4.
2. Date of Next Meeting.
3. Consideration of a Special Committee on the Improvement of Faculty Economic Status.
4. Meritorious Recognition/Merit Pay: Discussion II of 1979-80 Faculty Council Subcommittee Recommendations.
5. Reports.
6. Old Business.
7. New Business.
8. Adjournment.

SESSION #5
MINUTES OF THE 1980-81
FACULTY COUNCIL MEETINGS

Time: Tuesday, October 21, 1980; 3:00 p.m. in U.C. 353

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

Ex-Officio Present: Vice President Reid

Others Present: Dr. Mussard, Bette Walden

1. The minutes of October 10, 1980, Session #4 were approved as amended.
2. It was suggested by the chair that the next scheduled meeting of the Council be held on Friday, October 31, 1980, at 2:00 p.m. in L-100, and that this should be an informal meeting. Due to later events and discussions it was decided that the October 31 meeting should be a formal, regularly scheduled session.
3. Attention turned to Agenda Item #3; Consideration of a Special Committee on the Improvement of Faculty Economic Benefits Status. Comments ranged from concern about the ongoing deficit between faculty raises and the national rate of inflation to a need for intense planning of such a committee is to be effective. A motion was made by Dr. Hopkins, seconded by Dr. Sands, to formulate an ad hoc committee of the Council that would follow the guidelines specified in Dr. Shaw's memorandum of October 10, 1980. This discussion lead to an amendment made by Eric vonFuhrmann, seconded by Dr. Sands to alter Item #1 of the proposed functions of the committee to:
 1. To promote the recognition by state policy and decision makers of the roles and contributions of higher education to society,
 2. To promote their recognition of the academic dilemma of the academic professors, and
 3. To communicate the implications of this economic dilemma for the future roles and contributions of higher education to society.
 4. To utilize data compiled by the Economic Benefits Committee and by the Special Committee to document the economic status of the faculty relative to other economic groups.
 5. To communicate to State Legislators the equity of and faculty support for attaining non-contributory status in the TIAA-CREF Retirement Program.
 6. To compile and distribute the names, addresses and phone numbers (where appropriate) of the individuals involved in recommending and making State budgetary decisions which directly affect the faculty's economic status.
 7. To encourage faculty members to participate in these communication efforts with State decision makers.
 8. To communicate and cooperate with faculty members on other campuses who have similar purposes.

The amendment passed followed by passage of the original motion, with one abstention registered by Dr. Davis.

Attention then turned to the staffing of the Committee. Discussion ranged from a representative from every division to having only interested persons serving, with possibly more than one person from a given division. It was decided that staffing of the Committee could not be made at this session so Council members were charged to elicit one or two potential nominees from their division and return to the next session prepared to decide how many members will constitute the committee and who the committee members will be.

4. Attention then shifted to Agenda Item #4: Meritorious Recognition/Merit Pay. Council members reported on the views held by their respective divisions concerning options posed in the April 14, 1980 rough draft of the subcommittee of Faculty Council addressed to this issue. Results were:

Business favors by a formal vote items 3-A and 7-C.

Allied Health favors by a formal polling items 3-A, 7-B, and 8-B.

Humanities and Social Science, by informal polling favored 3-B, 7-A, and 8-A.

Education from Division meeting favored 3-A, and 7-A.

Science & Math by informal polling favored 3-A, and 7-A.

Engineering Technology by informal polling favored 3-A, 7-C, and 8-B.

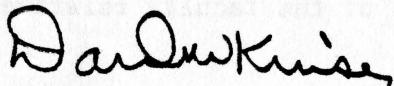
Dr. Davis expressed the objection raised by members of the Division of Education to the inclusion of merit pay in the base salary and hence all subsequent salary computations of the recipient. The question then raised is why can't merit pay be treated as a bonus? No one present addressed this question.

Dr. Davis further noted that the Division of Education has already formulated its committee to establish criteria and guidelines for the implementation of possible future merit pay decisions and is awaiting possible guidelines from the Faculty Council.

Discussion then turned to the issues of criteria selection and its implementation. The urgency of dealing with these matters led the members to decide that the next session of October 31 should be a formal one.

5. Motion to adjourn was made at 5:06 p.m.

Respectfully submitted,



David W. Kinsey
Secretary, Faculty Council
October 31, 1980