

# INDIANA STATE UNIVERSITY EVANSVILLE

8600 University Boulevard  
EVANSVILLE, INDIANA 47712

## INTER-DEPARTMENTAL MEMORANDUM

TO: FACULTY MEMBERS

DATE: March 17, 1981

FROM: Marlene Shaw, Chairman  
Faculty Council *MS*

SUBJECT: FACULTY COUNCIL, SESSION #15

The fifteenth session of Faculty Council is scheduled for:

Monday, March 23, 1981  
Faculty Reading Room  
2:00 P.M.

### AGENDA:

1. Minutes of Sessions #13 and #14.
2. Reports
3. Student Grievance Recommendation from the Student and Academic Affairs Committee
4. Annual Report of the Economic Benefits Committee
5. Budget Considerations for the 1981-83 Biennium
6. Old Business
7. New Business
8. Adjournment

SESSION #15  
MINUTES OF THE 1980-81  
FACULTY COUNCIL MEETINGS

Time: Monday, March 23, 1981; 2:00 P.M. in the Faculty Reading Room

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

Ex-Officio Present: President Rice, Vice President Bennett, Vice President Reid

Others Present: Dr. Everett, Mr. Harper, Dr. Jorgensen

1. The minutes of Session #13 (March 2, 1981) and Session #14 (March 16, 1981) were approved as amended.
2. Reports  
As a point of information, Dr. Shaw distributed copies of the summary of the Promotion Committee proposals. Dr. Shaw noted that there may be a third proposal submitted. If so, this will be finished by Thursday of this week. Copies of the proposal will be distributed at that time.
3. Student Grievance Recommendation from the Student and Academic Affairs Committee  
Dr. Everett reported on the Student Grievance Procedures. He noted that these procedures were formulated as a result of a joint project of the Student Government Association and the Student and Academic Affairs Committee. Mr. vonFuhrmann questioned if when a faculty member has been charged with, for example, "sexual harrassment", and these charges are unjust, is the written charge still put in the faculty member's file or is it destroyed. If the charge is a written document, it would be put in the file. Therefore, it was suggested that the Faculty Council make recommendations and changes regarding this point of concern.

Mr. vonFuhrmann opposed the idea that a certified letter could be sent and that a secretary could transcribe the conference between the Division Chairperson, faculty member and student, because it could lead to unfounded charges being placed in the faculty member's file. Such charges might later appear in evaluations for promotion and tenure.

Dr. Hopkins suggested that the Division Chairman have an informal meeting with the student making the charges and the faculty member being charged. After this the Division Chairman may request the student to submit a written complaint and the formal process will begin.

Mr. vonFuhrmann felt that the student should first go to his advisor and express his/her dissatisfaction with the faculty member in question, thus involving the advisor as a mediator. He also felt that students on the committee should have earned 50-60 hours at ISUE rather than 30 as stated in the proposed procedures.

Dr. Van Over questioned III. NATURE OF THE GRIEVANCE regarding the definition of mistreatment of a student, sexual harrassment, and intimidation of the student. He also noted that in the Division of Business students with a particular grievance are sent to the professor with whom they have a grievance, then to the Division Chairman, Vice President, President, and finally to the Board.

Regarding the intervention of the advisor, Mr. Harper felt that the student should handle the problem by himself/herself. If the advisor is involved the student may be tempted to use the advisor to speak to the professor in question rather than facing the professor himself/herself.

Dr. Davis moved that the Faculty Council send the recommendations back to the Student and Academic Affairs Committee for further consideration. Dr. Kinsey seconded the motion. The motion carried.

4. Annual Report of the Economic Benefits Committee

Dr. Jorgensen presented the Annual Report of the Economic Benefits Committee to the Council. He complimented his committee on their excellent efforts. He noted that more research has been done on the report this year.

Particular attention was drawn to the following:

- (a) Table 3 which shows a comparison of changes in pay and purchasing power for respective ranks over the past five years. While actual dollar increases range from 25-33% during this period, purchasing power actually declined between 13-19%. In Table 2 a comparison of ISUE data with other regional campuses for 1978-79 to 1979-80 indicates that in three of the four ranks salary increases at ISUE were lowest in the state (second to lowest in the fourth).

Table 5 shows a natural parallel effect with respect to faculty compensation (fringe benefits and salary).

- (b) Table 4 which lists fringe benefits as a percent of salary shows ISUE to be the lowest in the state. Since there is a direct tax advantage to faculty from increased fringe benefits this area should be examined for potential increases.

In his general conclusion, Dr. Jorgensen noted that ISUE is well below average with respect to salary and benefits. General conclusions and recommendations are:

- (a) Faculty compensation needs to be increased to match at least the mean rates of the other branch campuses.
- (b) Caution needs to be exercised so that market ability does not replace merit hence producing even greater discrepancies of some faculty salaries versus cost of living figures.
- (c) Accommodation will require extraordinary allocations to rectify the situation, such as: 1) from other campus funds; 2) specific input of funds from the legislature or from Terre Haute.
- (d) Fringe benefits are lowest in state. We are the only institution not picking up 100% of TIAA-CREF. Because of the tax advantage to the faculty this should be paid now. Also the mandatory life insurance option is not a particularly good benefit when compared with other insurance options.
- (e) Tuition remission would be another tax benefit to faculty salaries.

Faculty Council members felt that Dr. Jorgensen and his committee did an excellent job in reporting the statistics on salary and benefit information.

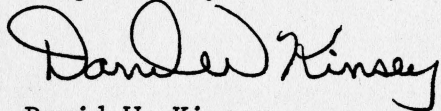
Dr. Sands moved to accept the Annual Report of the Economic Benefits Committee as presented. Dr. Davis seconded the motion. Motion carried.

5. Budget Considerations for the 1981-83 Biennium

Dr. Rice reported that the budget is presently in the Senate. He also noted that this will be a difficult year. The Vice Presidents are searching for dollars for faculty salaries. All procedures and processes in class scheduling sequences, course offerings, etc., are being examined. Discussion will be continued at the March 30, 1981, Faculty Council meeting.

6. The next meeting of the Faculty Council will be Monday, March 30, 1981, at 2:00 P.M. in the Faculty Reading Room.
7. The meeting adjourned at 4:20 P.M.

Respectfully submitted,



David W. Kinsey  
Secretary, Faculty Council  
March 30, 1981