

Faculty Economic Benefits Committee

Agenda

2019-2020

September 18, 2019

3:30 PM Holmstedt Hall 280

Present: Jill Moore, Kevin Bolinger (Chair); Debra Israel; M. Affan Badar (Vice Chair); Mark Green; Shelley Arvin (Senate)

Absent: Richard Fitch; Sandeep Bhowmick (Secretary); Matt Cohen

Guest: Diann McKee

- A. Call to Order
- B. S. Arvin agreed to serve as secretary in Bhowmick's absence.
- C. Diann McKee review of compensation
 - a. Changing Models under President Curtis
 - i. When ISU experienced growing enrollment for several years under President Bradley, ISU started as using 97% average for the past 3 years. In 2015-16 we moved to using 100% of the past two semesters. This model worked fine as long as enrollment was growing or stable. But clearly it was not going to work if enrollment was declining or unstable. In 2019-20 ISU returned to a model from the 2000s-- looking at enrollment of the previous fall; use three year average for return rates, etc. For first time freshmen, new transfer and graduate student projections, they work with enrollment services what to project.
 - ii. This is the second year of declining enrollment. We have a better picture from the enrollment perspective. This reflects a change from Presidents Bradley to Curtis.
 - iii. The Vice Provost of Enrollment is doing good job setting the landscape.

- iv. President Bradley implemented an FTE model. Academic Affairs manages the budget allocation for instructional faculty. The Budget Office makes a total allocation to Academic Affairs. Academic Affairs distributes that allocation to the colleges. Beginning last fall allocations were no longer based on FTE, but the instructional budget provided by Business Affairs.
- v. The AY20 instructional budget was allocated to the colleges in amounts equal to their expenditures in AY19.
- vi. Just because there may have been faculty retirements or resignations in departures does not guarantee that departments will get those lines back.
- vii. Policy Library states:
305.11.1.3 Benchmark for Faculty Composition. Under typical enrollment patterns, tenured and tenure-track faculty should constitute approximately 65 percent of the full-time equivalent faculty.
- viii. Though Instructors are now considered “Regular Faculty,” the Policy Library section 305.11.1.3 refers to tenured and tenure-track faculty only.

b. Long term enrollment goals

- i. Goals for 5 years out? 10 years out?
- ii. Vigo County School Corporation (VCSC) has lower enrollment this year. Lost about one million dollars as a result.
- iii. As the traditional college-going age shrinks, perhaps Purdue, IU, and Ball State are taking students who would have enrolled at ISU.
- iv. For many years, had students with mixed college-going credentials. ISU is being more cautious at accepting enrollments. There is a much smaller freshmen class this year moving through the next four years.
- v. Indiana government metrics include graduation and retention. ISU has two main revenue streams, tuition and

state funding. The state rewards degree completion. Proof is can we get those students to graduate. The state is not going to reward inflationary budget lines.

- vi. ISU has always increased the instructional budget. Sometimes gave more than now. The increase was not always a fixed percentage of the budget. But if the overall budget is declining, then the instructional budget declines. And ISU has not cut the faculty budget at all.

c. Distribution of Instructional Budget

- i. ISU has built in reserves that we didn't have 10 years ago. There are also other changes from 10 years ago. It is not a simple thing to compare to the budget of 10 years ago. For example, University College didn't exist 10 years ago.
- ii. Mark Green: But the budget probably has trended pretty well.
- iii. The overall instructional budget received a 1.5% increase. McKee is not involved in how Academic Affairs allocates that further.
- iv. Deans were told they must make it work this year with what they spent last year. They must "eat" the 1.5%.
- v. Enrollment and retention and degree completion are the only ways to generate revenue for the budget. Those are the three main things.

d. Other factors that drive instructional budget other than Faculty salaries

e. Oct 1 reports

- i. Bolinger: Please send FEBC the Snapshot reports.
- ii. McKee: Yes, when they are ready.

f. Other models rather than flat rate raise

- i. Has there been any discussion beyond flat rate raises? Other models considered? Setting aside the Biennial Review for the moment.

- ii. ISU tried to move staff to the mid point of their salaries. This worked for individuals who were in the lower to mid range. Sometimes awarded as one-time-only amounts but not for many years.
 - iii. Not sure what other types of models FEBC might have in mind.
 - 1. None. Just wondering. Also, about staff, too.
 - 2. For example, 1.5% for a custodian making a smaller salary, that's not much of a raise. So ISU has considered other models.
 - iv. Flat rate helps those at bottom. But for the College of Business with higher salaries...
 - v. In past years, the President Bradley model was based on comparable salaries and rank. D. Israel is concern where that leaves others. If the raise is only to award the same percentage increases to everyone, then some will always be lower than those who were already there.
 - vi. Just because may do something different this year, doesn't mean it will be that way forever. We don't want to perpetuate gender pay issues or other issues.
 - vii. ISU might be falling behind where faculty could get jobs in other places.
 - viii. This might be the genesis for the FEBC question on long term compensation plans. (See h below.)
 - ix. The current ISU situation may be similar to two income family where one person loses their job. We must reconsider spending to meet our resources.
- g. Summer budget – this allocation is managed by Academic Affairs
- i. Concern. The allocation for department summer budgets doesn't seem related to student need. For example, a student wants to take a course but it doesn't fit in the allocation. ISU may be leaving money on table.

- ii. The allocation is based on historical expenditures. Defer to the colleges based on the previous summer spending. Some departments were told they can't offer some classes even if students want to take them because of the department allocation.
- iii. Distance courses. Extended Learning is still taking care of its summer budget. It is divvied up by college somewhere. Maybe it is not getting transferred when needed?
- iv. Not getting a sense that communication regarding the summer allocation is happening between Extended Learning and the Colleges.
- v. Whether deans ask chairs what courses are planned to be offered...? Don't know if happens.
 - 1. Must give HHS dean the list of courses before students enroll. Must justify.
 - 2. Full professors cost more than junior faculty.
- vi. Honors College has a budget now, too.
- h. Long range compensation plans
 - i. Bolinger stated he liked the flat rate model because it helps the people with the lowest salaries and with the most need.

D. Chairs Report - none

E. Senate Report – Senator Arvin contacted Temporary Faculty Advocate Catherine Spicer. Spicer said she would think about whether there were any issues FEBC should consider this year and respond later.

F. Adjourn

Respectfully submitted

Shelley Arvin,
Senate representative, acting as FEBC Secretary

FEBC approved on October 2, 2019.