

FACULTY ECONOMIC BENEFITS COMMITTEE  
2012-2013

October 16, 2012  
2:00 p.m., Federal 101

Present: D. Richards, J. Ryan, J. Park, K. Bolinger, S. Buchanan, S. Shure, D. McKee

I. Reports

D. Richards:

- a. Will report back to the committee after the meeting of the Wellness Committee next week.

D. McKee:

- a. Report to the committee on the state of the university budget and benefits
  - i. Employee Health Benefits: expect a minimal increase in rates this year. There is a five year plan to raise the employee contribution to 1/3 of the cost.
  - ii. After the 5/13/12 meeting of the Board of Trustees, the 2012-12 year budget was approved with a 2% increase of compensation to faculty and staff, effective 11/01/12
  - iii. The budget outlook for 2013-14 will not likely be set until April when state appropriations are announced. The Higher Education Commission has set aside 7% of funding for performance pay, which will be taken out the current allocation. If this is approved, ISU stands to lose \$3.4 million over the biennium.
  - iv. Continued enrollment growth toward an eventual goal of 14,000 students, with half the growth from online students would help meet our goal.
  - v. The main metrics that are being used to determine university performance involve enrollment, retention, and graduation rates.
  - vi. ISU is focused on being evaluated in overall graduation rates, four year graduation rates, student persistence, productivity (FTE to SCH ratio), and at-risk graduation rate.
  - vii. We are not currently budgeting with projected enrollment growth in mind.
  - viii. We are still working on increasing distance education.
  - ix. Still working to keep salaries at 90% or target, including some staff salaries that have not reached that point yet. Salary increases are less likely to come from state appropriations or tuition increases and more likely to come from reallocation.
- b. Incentives for summer school
  - i. Consideration of the possibility of discounting tuition as an incentive for students to attend summer school.
    - A. J. Park gathered information on a similar initiative at IU. He found that the savings per student ranged from \$145-195 per student, and that the

decreased tuition was likely not much of a factor in students' decision to attend summer school. Rather, cost of living is likely a bigger factor.

- B. D. McKee described initiatives to encourage summer school attendance, including those adopted to encourage graduation. Students were identified who could graduate by completing summer classes and offered a ½ tuition reduction.

II. Motions

- a. Moved to send the policy for provision of office space, modeled on the policy currently in use in CAS to the Senate Exec committee. S. Buchanan moved, J. Park seconded. The committee voted 5-0-0 in favor of the motion.

III. New business for the next meeting

- a. Presentation by K. Brauchle, dean of distance education.
- b. Discussion of proposal for alternative compensation for summer courses based on enrollment, drafted by K. Bolinger.

IV. **MOTION TO ADJOURN:** 3:00 p.m. (vote: 5-0-0)