

FINANCE AND ECONOMIC BENEFITS COMMITTEE

2014-2015

September 4, 2014

11:00 a.m., University Hall room 210

Present: Shelley Arvin (secretary); M. Affan Badar; John Conant; Noble Corey (chair); Veda Gregory; Eric Hampton (senator), Jim Smallwood, John Pommier (senator)

Absent:

Visitors:

- I. The meeting was called to order by Noble Corey at 11:00 am.
 - A. TIAA CREF at 5%. Cannot take 5% raise to put into retirement because IRS taxes the 5%. (I'm not sure of the relevance of this. Perhaps this was Candy Barton?)
 - B. *Not made whole by 5% raise. Won't have same retirement plan as before by incorporating a 5% raise.*

- II. Faculty Senate Charge #1. Review the Summer Teaching Compensation policy and its implementation.
 - A. Faculty Handbook Section 505.12
<http://www.indstate.edu/adminaff/docs/505%20Compensation.pdf#505.12>
 - B. Chair Corey presented the topic to members. Some faculty have been paid for advising thesis and dissertation students in the summer and some have not. The amount of money paid to professors has varied by department. Members expressed a desire for consistency.
 - C. It was restated from the last meeting that five classes meeting four times per week is equivalent to four classes meeting five times per week.
 - D. The university compacted 15 week classes into 5 week classes in the summer. Very intensive work is required to make a syllabus shorter. Times per class period are calculated for class time. Professors need the same amount of contact time with students in summer classes.
 - E. FEBC must provide when the measurement should be to pay for summer dissertation hours. FEBC should clarify what is payment for a 400 level or 500 level course. Is it graduate pay?
 - F. Corey stated he has never been paid for dissertation hours. But some faculty do get paid. Corey believes should be some language for consistency.
 - G. Hampton said Grad Council had received a charge whether direction of dissertation hours are compensated. This charge was doubly charged to committees.
 - H. Smallwood suggested not charging students for dissertation hours. The money does not go to the faculty who are doing the work. Smallwood would be fine with no pay as long as no one at all gets paid.

- I. Corey suggested, if some people get paid, then all should get paid. How much are they getting paid?
- J. Smallwood said that professors are paid about \$300 per one credit for a given student in the College of Technology.
- K. Pommier observed that the language in the University Handbook is too loose. It needs to state a set number. Not a \$300-\$500 range.
- L. Corey stated that, if teaching 12 hours plus have 4-5 doctoral students, there is no question a professor should get paid. That takes a lot of time.
- M. Hampton added that, in the College of Education, professors cannot ask for course release for dissertation hours. It is not officially recognized as a course.
- N. Badar observed that the problem is consistency.
- O. Conant suggested that the university tie dissertation hours to tuition. "In the summer, faculty should receive X% of tuition hours generated."
- P. Smallwood commented that a student taking a dissertation class in the summer pays over \$1000.
- Q. Pommier proposed faculty should get 50%.
- R. Corey commented that, when he had 5 grad students, he received \$300 per student.
- S. Corey asked if this would only impact the summer? The response was yes.

III. Conant made motion to include dissertation section in last line of 505.12.2. Affan second.

i. Faculty teaching arranged/independent study or dissertation sections will be paid a flat stipend per student.

- B. Members asked how will students be counted for the stipend? Drop and Add and late registrations can affect numbers.
- C. Ponniers said he would hate to penalize faculty if graduate students do not register in timely manner.
- D. Conant said he will make a recommendation to Faculty Senate Executive.
 - i. Measurements should be taken at 8:00 am on the third day and use the higher number for pay purposes.
- E. Badar reflected that some professors teach 400/500 level combination courses. How should they be compensated? Conant observed that, the way the numbers are stated, it does not work that way.
- F. Conant recommended that, for mixed classes, measure on the third day and also at the close of Add Day and use the higher number.
- G. Gregory observed that there is no problem with undergraduate pay numbers.
- H. Conant: Need recommendation about what the count is.
- I. Conant: Perhaps use the count of grad numbers for mixed classes. If it is a combo class 400/500.

J. Vote 6-0-1. Motion Passed.

IV. Conant Motion: A statement should be appended to the end of 505.12.2.

- i. Timing of Enrollment Measurement.**
- ii. Enrollment will be measured on 8:00 am on the Day 3 and at the end of the Add Period and the greater number is used for course enrollment for pay purposes.**

- B. Some advisors suggest students sign up for two classes at same time, attend at the beginning of the semester and drop the one you don't want. "Game the system."
- C. Add Day is not a fixed day in the summer. After second day, at least. Last summer, 8:00 am on the 3rd day was Add Day.
- D. Corey said he didn't think Admin would accept 5 days.
- E. Hampton pointed out that, the further it is pushed out, the longer the Dean's Office does not know what they will pay professors for teaching.
- F. Badar: affirmed that it is better to know the number sooner. Leave it at the 3rd day. Conant and Smallwood agree.

- i. Timing of Enrollment Measurement.**

- ii. Enrollment will be measured at 8:00 am on the third day ~~and at the end of the Add Period and the greater number is used for course enrollment pay purposes.~~**

- G. Smallwood suggested stating to just say 3 credit class = \$300. 4 credit = \$400. Etc. Like that.

- H. Conant said that ISU needs some flexibility in pay to attract professionals.

- I. Conant made a Motion that the current policy is fine. Second by VG. (6-0-1)**

- J. Badar made a Motion: For mixed sections, the Number of grad students counted 1.5 times undergraduate students

- i. For 400/500 level courses, graduate students count 1.5 times undergraduate students.**

V. Motion to adjourn. Smallwood. Second Conant.

VI. Meeting adjourned at 11:59 p.m.