

IWU faculty meeting minutes

January 9, 2012

The President **called the meeting to order** at 4:08 and noted a quorum is present

Approval of minutes from the December 5, 2011 meeting.

Minutes **approved**.

Michael Thompson gave an update on faculty salaries and compensation. This report is on data from last year so it includes the second year of salary freezes and does not include the raises from last year to this year.

Recall the two comparison groups: our peer-aspirant group (12 institutions) and the AAUP Category 2B group (400+ institutions). The AAUP group does not include coaches, librarians, and administrators with faculty status. Our goal is for average compensation to be in the median of our peer-aspirant group and at the 80th percentile of the AAUP group.

Among income indicators such as the size of the endowment, we are at the bottom of the peer-aspirant group.

For average faculty salary compared to peer-aspirant group, assistants are at median while associate and full professors are below median. Prof. Broadbent requested range and standard deviation for the IWU and peer group averages. With average total compensation assistants are above the median while associate and full are below median.

Over the last decade we have lost ground in terms of reaching the goal of 80th percentile of the AAUP group. This is true for both salary and compensation. Though compared to last year's presentation compensation has remained flat (as a percent of the 80th percentile) where salary has lost ground compared to the goal of 80th percentile of AAUP group. In response to a question, Mr. Thompson said he could make these slides available.

Prof. Tiede asked how this affects plans for reaching the 80th percentile. Mr. Thompson responded that last year it would have taken over \$17 million to get compensation in all ranks to the 80th percentile in the AAUP Category 2B group and this year it is \$16 million, so it doesn't look promising. President Wilson added that SPBC will address salary policy at future meetings this year. As money gets added to compensation we will catch up, unless peers go back to 5% raises.

Prof. Young asked if other groups have kept average salaries high by cutting faculty. Mr. Thompson responded that one example is Carleton, and he will look into the data to get an AAUP wide answer.

Prof. Sainsbury commented on the SPBC minutes. She was struck by how Moody's has given IWU a BAA1 rating based on stable market position and implementation of more stringent budgeting and fiscal management leading to a positive operating margin. This is the first positive operating margin in many years, accomplished by having a more modest enrollment target, freezing salaries, and reducing pension costs and operating expenses. A board of trustees member commented that the rating was a real compliment to IWU. Prof. Sainsbury wished the board member had included a comment citing the necessity to return TIAA-CREF contributions to their previous level. Moody's may believe the rocky road is behind us, but faculty and staff and are still treading on it.

Hopefully we won't end at 80th AAUP percentile if all other schools are tanking.

President Wilson renewed his commitment to bring the compensation program back.

Prof. Pelusi asked about projections related to the capital campaign and faculty compensation. President Wilson answered that the first priority in the capital campaign was to meet annual fund obligations. The amount was \$3.3 million, and while it doesn't add to the endowment it is flexible money. The second priority is

student scholarship, which connects well with alumni, and recently the focus has been on the classroom building. Some progress has been made on endowed professorships, which helps free up money for faculty compensation. The focus now in terms of giving infrastructure is programmatic pieces. About 40% of the campaign is in deferred gifts (since most people have wealth in estates), and while some is earmarked for scholarships some will be flexible income. In short: it doesn't work well to ask for gifts for faculty salaries, so the key will be to get programmatic gifts that free up money for compensation.

Committee reports

CUPP – Prof. Duke

Ballots were handed out for the election of two faculty for the assessment committee task force (ACTF). ACTF consists of Michael Thompson (assistant vice president for institutional research), Prof. Drici (associate dean of curriculum), two reps from CC, Mary Ann Bushman, and two faculty elected at large. The assistant vice president for institutional research and associate dean of curriculum are non-voting positions.

Election results: Prof. Bollivar, Prof. Theune were voted on to the ACTF

CC – Prof. Kerr

No questions.

Promotion and Tenure Committee – Prof. Gearhart

The committee has not met; nothing to report

Faculty Development Committee – Prof. French

The committee has not met due to travel; nothing to report.

Nominating Committee – Prof. Delvin

The committee is working towards online ballots. One will be sent out tomorrow; please test it, especially on mobile devices.

President Wilson led a round of applause for the new Vice President for Student Affairs, Ms. Carney-Hall, and for faculty that were on sabbatical in the fall.

Faculty Athletic Representative – Prof. Olson

The faculty athletic representative is an appointed position by the President. The term is not defined; in the past the registrar has served in that capacity. At other schools it is more typical for the FAR to be from the faculty instead of the administration. The purpose here is to introduce the faculty to the position and the work done over the last several months.

IWU has about 500 student athletes, which is a very diverse group in many ways. Prof. Olson has meetings with the President quarterly and attends coaches meetings. He also meets once a year with FAR's at other schools. Faculty have input into new NCAA rules at these meetings.

An example of an issue that would go to the FAR: a faculty member was concerned about a student who had three concussions on the football field. Prof. Olson contacted the athletic department and discovered that coaches were aware of the issue and taking steps to address it.

The other meeting is with SAAC (student athletic advisory council). The council has 36 students along with staff advisors. Student athletes are heavily involved in community service, such as collecting thousands of cans of food for food banks, Special Olympics, and Habitat for Humanity.

Please go to Prof. Olson with questions or concerns regarding student athletes. Prof. Olson should also be contacted if faculty members would like to participate with athletic programs in any way.

A faculty member asked for information regarding programs the athletic department has to ensure academic excellence. Progress reports get sent to Kim Nelson-Brown. There are study tables at Buck and Ames library. The athletic department keeps track of GPA of student athletes and works to recruit athletes who can succeed academically.

Self Study Steering Committee

Prof. Matthews announced that full text of criterion 3 is on the web. This chapter is about teaching and learning, and hence is most important for faculty to look at.

Administrative Reports

Provost Green

Provost Green noted that IWU is in the top 10 throughout the NCAA for Academic All-Americans.

Provost Green was at a music conference and heard a colleague say “when we have a student who is both talented and smart we tell them to look at Wesleyan.”

There is a pool of candidates for the grants position and the process is moving forward.

The process for ADA accommodations has been simplified; all issues will now go through Chandra Shipley in the registrar’s office.

There is a reception tomorrow for Prof. Tim Garvey’s retirement at 4:00 pm in Joslin.

Provost Green would like the freshman reading book, *The Immortal Life of Henrietta Lacks*, to be read University wide since it provides windows into so many disciplines.

Work in Academic Affairs over the last two years has really depended on accomplished administrators. With Prof. Epstein’s term ending the plan is to find efficiencies to reduce to one dean position. Provost Green will talk with faculty committees to ensure that Academic Affairs continues to serve faculty in the best way possible.

A number of faculty have been published in a volume in the Russian language.

President Wilson

The teach-in on MLK day (January 16) has as its theme Food and Social Justice.

An all-staff meeting will occur a week from Tuesday.

SPBC is talking about a revision to the strategic plan. It has served us well for 6 years, but it is meant to be a dynamic document. This is a good time since we have completed the self-study and will soon get a report from external reviewers. The first task is to read strategic plans from other Universities.

Prof. Tiede noted that the last strategic plan was voted on by the Board of Trustees but not by the faculty. He requested that aspects of the plan that fall within the purview of the faculty be voted on by the faculty. President Wilson concurred.

Respectfully submitted,
Andrew Shallue, secretary of the faculty