

**Budgetary Affairs Committee
Annual Report
2002-2003**

The Budgetary Affairs Committee began the year with three items on its agenda. These included funding issues for summer faculty fellowships, sabbatical leaves, and the salary minima policy. The BAC submitted recommendations regarding summer faculty fellowships and sabbatical leaves to the IUS Faculty Senate, and both were approved. These recommendations are shown below.

Proposal for funding Summer Faculty Fellowships:

The Faculty Senate recommends that with the growth in the number of faculty and with the increase in the average salary at all ranks, additional funding should be provided to allow the Research & Grants Committee to increase the number and amount of Summer Faculty Fellowships (SFF). In particular,

- 1.) Over the last 10 years the number of faculty has increased by 24% while the number of SFFs has increased by only 11%. We recommend that there be sufficient funding to permit the number of SFFs to equal approximately 10% on the total number of faculty. This would restore the percentage to that of 10 years ago. Using this figure the number of SFFs would increase from 15 to 17.
- 2.) During the same period, the amount of the SFF in relationship to the summer salary (20%) of the median salary for each rank has slipped about 25% while faculty salaries have increased about 25%. We recommend that sufficient funding be provided to bring the amount of the awards in line with what they were 10 years ago. While recognizing that the Research and Grants Committee retains the final authority to set the number and amount of SFFs to be awarded, it is recommend that junior awards be set at 17% of the median salary of assistant professors and that senior awards be set at 17% of the average of the median salary of associate professors and professors. Based on median salaries for 2002-2003 the junior award would be \$8000 (set at \$5500 for the last 10 years) and the senior award would be \$9750 (set at \$6500 for the last 10 years), as long as the amount of the award does not exceed 20% of the faculty member's ten-month salary.
- 3.) To accommodate the suggested increases in the number and amount of SFFs, the Senate recommends a budget increase from \$85,000 to \$135,000 for the SFF line, based on 12 junior (12 X \$8000) and five senior (5 X \$9750) fellowships. Additional amounts will need to be added to provide for required benefits.

Proposal regarding funding for sabbatical leaves.

In order to create a more efficient process for funding sabbatical leaves, and to assure that faculty who qualify are given a reasonable opportunity to take a sabbatical leave, the Faculty Senate recommends that the current level of funding in the line item for sabbatical leaves be increased to \$65,000. The Faculty Senate also recommends that funding for sabbatical leaves be placed in an account where any positive balance can be carried forward at the end of each fiscal year. This measure will create a reserve fund from which to support sabbatical leaves in years when there are large numbers of applicants, especially for half-year sabbaticals.

Further, the Faculty Senate recommends that the level of funding for sabbatical leaves be reviewed every two years to determine if sufficient funds are being allocated for this purpose.

It is understood that this line item can be helpful in funding sabbaticals, but that other resources may also be needed to meet the demand for sabbatical leaves in any given year.

Report on Implementation of the Salary Minima Policy

For the third agenda item, implementation of the salary minima policy, the BAC submitted a report to the Faculty Senate with the committee's findings about the status of the salary minima policy. That report is as follows.

The Budgetary Affairs Committee was asked at the beginning of the academic year to investigate the status of the salary minima policy that was recommended by the Faculty Senate in 1996-1997. This is a report on the implementation of that policy. The data for this report were provided by Vice Chancellor Gilbert Atnip.

The program was implemented for salaries beginning in 1997-98. At that time, 54 faculty members and librarians were identified whose salaries were below the salary minimum, defined as 85% of the national average for their salary rank and discipline. For the current year (2003-2004) there are 18 faculty members who fall below the minimum for their rank and discipline. All of these are faculty members who were promoted to their current ranks in the year 2000 or later. All faculty members who attained their current ranks in 1999 or before have been brought to the appropriate minimum.

Since 1997-98, IUS has made salary adjustments for a full range of salary equity issues. In addition to adjustments for salary minima, other reasons for salary adjustments include:

salary inversions: when new hires have created salary inversions

gender/minority equity: based on reviews of salaries by a faculty committee under a program directed by the President and the Board of Trustees

market adjustments: counter offers to three faculty members who received job offers from other universities.

In some cases, people who were below their salary minima received one of these adjustments, which in turn helped to address the salary minima issue. The total cost of all of these adjustments was \$461,095. The total cost of salary minima adjustments was \$396,256.

Adjustments for salary minima purposes have been made every year since 1997-98 except for 2001-2002. These adjustments were resumed in 2002-2003.

These figures for salary adjustments represent salary costs only. Fringe benefits add more than 35% to the cost of making these salary adjustments.

Conclusion: The Budgetary Affairs Committee determined that progress, albeit it slow, has been made in bringing faculty up to the salary minima level and urges the administration to continue to put the highest priority on bringing those faculty who fall below the salary minima for their rank and discipline to the specified level.

Other Committee Business: Endorsement of Library Committee Recommendation

The Library Committee of the Faculty Senate submitted to the FAC a copy of a lengthy report that it sent to the Faculty Senate regarding the need for more adequate funding to promote and maintain excellence in the library's holdings and services. Based on its review of the Library Committee report, the BAC submitted the following recommendation to the Faculty Senate as a non-action item.

The Budgetary Affairs Committee strongly endorses the Library Committee's recommendation that IUS place the highest priority on increasing funding for the Library to the level required to maintain growth and quality of services and an enhanced information literacy instructional program. The Library Committee has provided ample evidence in its report of the demands that the Library must meet in the coming years and the impossibility of meeting these demands without significant increases in funding. Given the central role of the Library in serving the academic mission of the University it is imperative that a commitment to enhanced funding be made.

Unfinished business:

Late in the spring semester the BAC received a report and recommendation from the Faculty Affairs Committee regarding the policy for salary remediation, passed a two years ago by the Faculty Senate. The FAC statement read as follows:

In March of 2000, the Faculty Senate voted to ask the Administration to implement a Faculty Salary Adjustment Strategy, as described in Circular #00-08D. While progress has been made, the Faculty Affairs Committee recommends as a high priority, further implementation of that strategy in regard to Recommendation #2 from Circular #008-08D. "Provisions for remedial equity for the more senior faculty in each rank to maintain morale and provide for individual merit."

The BAC received no factual information about the status of the remedial equity program and decided to take no action this year.

Future committee business

The BAC suggests that the 2003-2004 committee investigate the status and implementation of the remedial equity program, perhaps in conjunction with the Faculty Affairs Committee.

Members of the committee:

Linda Gugin, Chair
Janardhanan Alse
Donna Bowles
Curtis Peters
Marty Rosen
Valerie Scott
Stephen Taksar
David Taylor
Stan Whitaker