

School of Social Sciences Meeting Minutes  
March 31, 2008

Those present:

Jean Abshire, Ronald Allman, James Beeby, Dana Creamer, Lizabeth Eckerd, William Farrell, Linda Gugin, Sara Hare, Thomas Kotulak, Robert Lennartz, Billy Long, Robin Morgan, Greg Phipps, Jim St. Clair, Yu Shen, Dean Clifford Staten, and Joe Wert.

Dean Staten opened the meeting by introducing Dana Creamer. Dana is proposing we create a DVD for the School of Social Sciences to be used as a multimedia portion of orientation sessions, and to be added to the School of Social Sciences website. Portions of the video specific to each discipline may also be added to each discipline's website. Students and faculty will be featured in the video. Faculty members have been selected and Dana would appreciate faculty members suggesting students in their discipline who they believe would be an asset to the DVD. Classroom filming will also be a portion of the DVD. If you are interested in having your class filmed during class time, please let Dana know. A few minutes will be needed for students to sign releases before filming can begin in a classroom. Filming is expected to be done in May. Production details will be dealt with after filming with a release of the DVD expected in midsummer.

Dean Staten introduced William Farrell to speak regarding the Blue Ribbon Committee final report for 2008. The Blue Ribbon Committee first identified problems with salaries at IU Southeast. One of the problems in all areas is the tendency of salaries to fall behind market value. Another problem is that with fewer people attending graduate programs, competition for open positions is tough and it is difficult to secure competent faculty at the salary offered.

The committee also identified and prioritized procedures that they believe would help to remedy the problem areas.

1. The first recommendation is that we should make it a priority to get a larger pool of money for salaries. This may be difficult, due to the economy and tight budgets.
2. A second recommendation is transparency and openness. The CUPA data and IUS Budget are on reserve in the Library. Please go and take a look at them.
3. A third recommendation is that the University set bench marks for all staff (faculty, professional staff, librarians, and staff). Each person should have received a copy of the report on email. Please familiarize yourself with it. The first 13 pages are the crux of the report and easily understandable for all staff.
4. The fourth recommendation is that all raises should be at CPI.
5. The fifth and last recommendation is that the BRC be a standing committee.

Discussion followed. Since the Five-Year Strategic plan is nearly complete, should we consider creating a larger pool of money for salaries a priority in the next Strategic Plan? If we do consider this a priority, lobbying needs to be done to let those in power know that we consider this matter a priority. Would it be possible to tie the salary issue to Recruitment and Retention issues? Without competent teaching and staff members, recruitment and retention are more difficult.

With no further business or announcements, the meeting adjourned at 1:00 p.m.

The meeting was adjourned at 1:03 p.m.