November 17 -

DATES TO REMEMBER:

- Budget by including these programs in our campus offerings.
- Request IU's appropriation in the next biennial budget. I can assure the campus that IUSB's new programs were approved. Funding for these programs will be included in the budget.
- Encourage deans to discuss the plan with their faculties and determine what needs to be approved. A copy of that plan can be viewed on the website.

Erv Boschmann visited the campus and met with the Academic Cabinet to discuss and receive feedback on the draft of Indiana University's strategic plan for distributed education. The conference was sponsored this year by the Academic Cabinet.

The Pay Equity Task Force decided not to include non-tenure track faculty, administrative salaries, and librarians in the Mercer Study. Librarians were not included in the Mercer Study because the Mercer Study was for faculty who have tenure and those with different levels of compensation. Current salaries were computed by multiplying each faculty member's base salary by 1.25. As recommended by the Pay Equity Task Force, the deans' recommendations were sent to the committee for review. The committee will develop plans to implement the recommendations.

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Assistant Professor of Public and Environmental Affairs (Economics)
- Assistant Professor of Public & Environmental Affairs (Criminal Justice)
- Assistant Professor of Social Psychology
- Assistant Professor of Spanish
- Assistant Professor of Cell Biology
- Assistant Professor of Human Resources Management
- Assistant Professor of Theatre
- Director, School of Business and Economics

IUSB should revive the merit system plan for professional and clerical staff. There is an over dependency on associate faculty to teach courses. Rationale: In some academic units, there is an over dependency on associate faculty to teach courses. Giving consideration to this, the number of international students enrolled at IUSB is likely to decrease.

IUSB should standardize S&E support at $3500 per faculty member. Rationale: Current policy and practices are unclear.

President Humes established an initial study of faculty pay equity. The intent of this first study of faculty pay equity was to focus on the distribution of faculty pay rather than on the determination of a reasonable salary for faculty. The deans were asked to review the salaries of all faculty categories of performance. The brackets were developed based on an analysis of the national CUPA data. The intent of this study is to determine lost wages that may have occurred due to pay inequity but rather the intent of the study is to focus on the distribution of faculty pay.