

Approved, 3/17/2008

To: Fort Wayne Senate

From: Faculty Affairs Committee
Craig Hill, Chair

Date: February 18, 2008

Subject: Senate Salary Increment Recommendations

Disposition: To the presiding officer for implementation

WHEREAS, SD 06-9 mandates that the Faculty Affairs Committee solicit faculty input into the formation of salary increment policy recommendations in January and prepare recommendations, based on that input, for consideration and approval by the Senate at its March meeting every other calendar year beginning in the 2007-2008 academic year; and

1. WHEREAS, the Departmental Chair is the immediate supervisor of faculty performance; and

WHEREAS, departmental increment policies should be established and approved by the departmental faculty;

BE IT RESOLVED, that at least 80% of below-campus-level increment monies be based on recommendations at the departmental level; and

2. WHEREAS, achieving competitive faculty salaries is a goal of the IPFW Strategic Plan; and

WHEREAS, those who have been under-compensated for past accomplishments are as important as those with current accomplishments;

BE IT RESOLVED, that the campus-level increment monies should be divided 50% for equity and 50% for special merit; and

3. WHEREAS, the rank of Professor represents the most under-compensated rank among the faculty; and

WHEREAS, faculty in this rank have proven their value to the university by achieving this rank;

BE IT RESOLVED, that the bulk of equity monies should be directed towards those at the Professor rank.