

Senate Document SD 89-30  
[formerly SR No. 89-19]  
(Amended & Approved, 4/23/1990)

TO: The Senate

FROM: Faculty Affairs Committee

DATE: March 18, 1990

SUBJ: General Policy Statements Regarding Associate Faculty Stipends

DISPOSITION: To the Presiding Officer for implementation

Associate Faculty at IPFW teach approximately 30 to 35 percent of the total credit hours generated each semester. While it is desirable to reduce the number of associate faculty teaching at IPFW and increase the number of full-time faculty positions, the Faculty Affairs Committee realizes that substantial effort needs to be made to address associate faculty concerns, particularly low pay.

1. Associate faculty should be adequately compensated. Salaries should be high enough to attract and retain competent faculty; therefore, the minimum starting stipend, which is approximately \$1,000 for a three-credit-hour course, must be increased.
2. Associate faculty who demonstrate a continued commitment to the university should receive an increase in stipends from one year to the next. Consideration of associate faculty salaries should be undertaken at the same time that full-time faculty salaries are increased. Unless special monies are appropriated by the state, it may prove necessary for full-time faculty to receive a somewhat lower percentage increase in order to increase associate faculty stipends.
3. It is not unlikely that differences in associate faculty stipends may continue to occur from discipline to discipline due to market-driven factors.
4. While associate faculty normally teach lower division courses, the Faculty Affairs Committee believes that recruiting associate faculty for specialty courses for which full-time faculty expertise does not exist is desirable and should be encouraged.

The Faculty Affairs Committee recognizes that dealing with associate faculty concerns should be an on-going priority for the committee.