

From: Faculty Affairs Committee
To: Fort Wayne Senate
Subj: Salary Policy
Date: March 27, 1992

Disposition: To the presiding officer for implementation

I. Whereas,

Salary compression problems affect many faculty at IPFW and are demoralizing,

Be it resolved,

- A. That the extent of salary compression at IPFW be quantified by the administration; and
- B. That the administration put forward to the Senate a plan to allocate a portion of the budget annually to deal with salary compression problems until the issue is resolved; and
- C. That a target date for resolution of the present problem, not to exceed five years, be put forward as part of the plan; and
- D. That the administration implement hiring policies which will prevent future compression problems.

II. Whereas,

The difference between faculty salaries at IPFW and those for equal ranks at Purdue University- West Lafayette and Indiana University-Bloomington has grown considerably in recent years; and

Whereas,

Faculty at all ranks at IPFW are paid less (anywhere from 8% to 30% less, depending on rank) than the national average for comprehensive or Type IIA institutions,

Be it resolved.

- A. That faculty salaries receive top priority in the budgetary allocation process unless the annual increment percentage is at least equal to the most recent cost-of-living increase; and
- B. That all new programs or major expenditures be justified with respect to how they would impact on this goal; and
- C. That the administration, in consultation with the Budgetary Affairs Subcommittee, put forward to the Senate both a short-range and a long-range plan

to bring the salary level at each rank up to at least the national average for Type IIA institutions.