

FOR INFORMATION ONLY

INDIANA UNIVERSITY - PURDUE UNIVERSITY
AT FORT WAYNE
INTERDEPARTMENTAL COMMUNICATION

TO: Presiding Officer

FROM: Peter Iadicola, Ph.D.

DEPT.: The Senate

DEPT.: Budgetary Affairs Subcommittee

SUBJ.: BAS Recommendations to the Chancellor DATE: Mon, Mar 13, 1995

**Budgetary Affairs Subcommittee's Recommendations for 1995 - 1997 Budgetary
Year**

- 1. Faculty/staff salary increases remain the highest priority and the amount of increase should be at least the amount allocated by the state for that purpose. Furthermore funds for faculty salaries should not be used for any other purpose other than to increase current faculty and staff salaries.**
- 2. Full [4% or whatever the maximum allocated by the state legislature] S&E, capital, and travel funding to be allocated with some consideration given to how money is to be distributed across schools and department to correct past documented shortfalls in academic units. This allocation guarantees that the Library gets new funding for books/journals this year.**
- 3. Complete the review of S&E spending called for in Senate Document SD 93-25. This is particularly crucial given the new "Year-End Carry Forward Procedures" that will be implemented this year. This budget policy change allows for the carrying forward of surpluses and deficits in department budgets from one year to the next. Inequities in the distribution of funds across departments will only get worse with the implementation of this procedure.**
- 4. No changes should be made in the current summer school salary structure until a study of the implications of such changes has been completed. This study must include consultation with both the BAS and the FAC.**
- 5. Deans in the classroom** -In keeping with the overall theme of increasing productivity, concern for increasing cost of associate faculty, and to improve faculty morale, it is our recommendation that all Deans be -- encouraged to teach one class per year and required a minimum of one class every two years
- 6. Implementation of Option 1 and Option 2 Administrative Staff Proposal should**

be considered. For Staff Development (including administrative staff), the staff will have the option of working 10, 11, 12 months, or 12 months with 50% reduced time during summer months. Option 1 staff would be the regular full time 12 month administrative staff appointment. Option 2 staff would be 10, 11, or 12 months with 50% reduced time during summer months. This reduction of time will take place during the summer months when there is a reduction in support staff activity. In Option 2 benefits would continue on the full twelve month basis.

7. Any new administrators above chairpersons hired that will hold academic rank will have a salary based on the following:

- a. Base salary at 10 month for the appropriate rank they will hold in the given department commensurate with similar faculty in that department.
- b. Add on to this base for the 12 month period.
- c. Add on to this for the administrative duties.
- d. Any increases will be apportioned to these three distinctions.
- e. Should the administrator in a later year revert to academic position, salary will revert to the Base for 10 months, plus the appropriate increases that have been applied.
- f. This recommendation will take effect for any new administrators hired to start with the next academic year.
- g. In exceptional circumstances, the Chancellor will have the option to amend the above in contract negotiations.

8. Change in university policies in hiring outside consultants. In all considerations for the hiring of outside consultants for the development and/or implementation of needed programs, the administration will send out a request for proposal that include the faculty to solicit their participation in this activity. This provides for the possibility that funding that would have gone to pay for outside consultants could go to faculty in either additional salary stipend and/or course release time.

9. Continuation of a policy of not increasing the level of funding for new administrative positions. This includes the prohibition of use of new funds to roll soft into hard money for current positions in administration areas. If a new position is needed this must come from existing personnel or the existing staffing pattern.

10. Continuation of a review of all administrative areas for productivity gains and budget reductions that can take place over the next 2-4 years.

11. Continuation of evaluation procedures for initiating and continuing student recruitment/retention activity. This evaluation component should be developed as part of the proposed activity and the results of the evaluation should be the basis for determining the continuation of these activities.