

Faculty Senate Salary Floor Policy

SALARY FLOORS

Hiring floors will be adjusted to recognize the actual salaries being awarded to new faculty: \$28,300 for lecturers; \$32,300 for assistant professors; \$38,400 for associate professors; and \$45,450 for full professors. Furthermore, the floors will be increased each year at the same rate as the "across the board" flat amount given to all faculty (between 1 and 3%) thereby keeping the beginning salaries in line with the rest of the campus.

Floors for twelve-month librarians should be established so that they are proportionately consistent with floors for other faculty. By using a formula that adds 20% to the floors for non-twelve month appointments, the floors for Assistant librarians would be \$38,800; Associate librarian, \$46,100; Librarians, \$54,500. The floors should be increased each year by the flat amount given to all faculty for that year (between 1 and 3%).

The Budgetary Affairs committee should review beginning salaries for all faculty after three years to see if additional adjustments are needed due to influences beyond the campus.

SEARCH AND SCREEN AND HIRING PROCEDURES

Divisional search and screen committees (as described in the VCAA's memo dated September 8, 1994) will design and recommend positions for the division. In addition, divisional search and screen committees will meet with the chair and a representative from the office of the VCAA to determine the salary range for the new position. The salary range must take into account the academic rank of the position, the current median salary for other faculty in the division and across divisions at the same academic rank and any local or national market factors that are appropriate. The range will be determined and recorded as part of the official search and screen process. The Divisional Staffing Committees have the opportunity to make recommendations in the wording of the job advertisement. At the time of offer, the search and screen committee will have the opportunity to recommend a salary to the Vice Chancellor and/or Division Chair based on the candidate's experience. The Vice Chancellor (or his/her designee, e.g. Division Chair) will be responsible for making the offer. At the time of hiring, job descriptions may not be changed from the original job description proposed by the Division unless the Division agrees and the final salary may not differ from the predetermined range by more than 5% unless the division and the search and screen committees are notified and have an opportunity for input.

NEGOTIATION PARAMETERS

All new faculty will receive a computer as a standard part of their office package and as acknowledgment of the technological focus of our campus. Further, all new faculty will receive up to \$750 towards documented moving expenses plus fifty percent of their documented moving expenses over \$750. This amount may not exceed the maximum amount allowed by the board of trustees. Money for professional development, networking, etc. will continue to be

negotiable items used as incentives. Summer teaching opportunities, however, will remain the purview of the Division Chair and should not be offered as incentives for coming to IU East.

MERIT POLICY

Inflation and merit should be used at the East campus to determine salary increases. One third of the total salary increase pool amount will be used to acknowledge inflation and two thirds will be used to acknowledge meritorious performance. The inflation portion of the salary increase will be distributed as a flat (identical) sum for all faculty regardless of rank. The inflation portion will not be less than 1% nor more than 3% of the additional available salary dollars for continuing employees. The meritorious portion will be derived as a percentage of the individual's base salary. This acknowledges that expectations for those at senior ranks will be higher than expectations for those at junior ranks.

Review of the merit policy by budgetary affairs should occur on a regular basis to ensure that percentages are reflective of actual inflation rates.

Any flat dollar amounts for salary adjustments (i.e. merit or inflation) shall be the same for all faculty regardless of other administrative assignments or length of yearly contract.

SALARY INCREASE FOR PROMOTION

All faculty being promoted to the rank of associate professor will be awarded \$2,000. To recognize and acknowledge the increased expectations for promotion to full professor, all faculty being promoted to the rank of full professor be awarded \$3,000. There will be equivalent amounts for changes in clinical ranks. In all cases, promotion awards should be above and beyond any other form of compensation given for that year, however, promotion awards are not added to the base salary until after the inflation and merit amounts have been determined.

Passed by Faculty Senate: March, 25, 1997

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