

October 8, 2010

Dear colleagues,

It is hard to believe that we will soon be at the mid-point of the fall semester. In just six months, we will be wrapping up the year with our second Stakeholder's Conference to review progress on the *Pathway to Success*, ISU's Strategic Plan.

My role as goal chair (along with my co-chair Diann McKee) for Goal 6: Attracting and Retaining Great Faculty and Staff reflects my commitment to making ISU an employer of choice. A vitally important part of this effort is to diversify the faculty and staff to keep pace with the growing diversity of ISU's student population. One out of five of ISU's students is a student of color.

In June, the University's leadership team enumerated the benefits of an inclusive campus where students' experiences prepare them for full engagement in our democracy and equip them for global citizenship in the 21<sup>st</sup> century. Collectively, we recognize that diversifying the faculty and staff can:

- expand the base of experience in the ISU community,
- increase the potential for academic success of all students,
- improve problem-solving ability,
- increase creativity,
- broaden scholarship,
- enrich the curriculum,
- extend the range of co-curricular activities,
- provide role models for all of our students,
- facilitate engagement with external communities, and
- strengthen connections with a broad range of interest groups.

The Diversity Council, along with the Office of Diversity, Office of Affirmative Action, ISU's Human Resources department, and the four implementation teams for Goal 6 are working in alignment to assure we reach the *Pathway to Success* goal. I encourage each of you to consider how you can become part of these efforts.

As I announced during my fall address, funding is now available to support eight faculty positions to be filled as "opportunity hires" to further our goal of diversifying our faculty. Josh Powers, as special assistant to the Provost for academic initiatives, will be working with Provost Maynard to facilitate this process. Provost Maynard will be announcing the specifics of the program in the near future. I expect that when we gather in the spring at our Stakeholder's Conference, we will have evidence of the impact commitment can yield.

An important component to attracting and retaining great faculty and staff is to provide competitive salaries. As I indicated previously, I am pleased that our budget planning and recent enrollment

increases will allow us to provide a for faculty and staff salary increases. On the staff side, the distribution of salary dollars for benefits-eligible employees will consist of the following components:

- A 2.25 percent base salary increase for all eligible employees with satisfactory performance.
- A market adjustment for employees below the minimum of their pay grade based upon the new Staff Salary Schedule representing 85 percent of market as determined by Mercer Consulting. Employees not at the minimum of their pay grade after the 2.25 percent standard increase is applied will receive an additional salary increment to bring the salary to the minimum.
- A \$100 increment added to the base salary for each year of service with ISU up to a maximum of ten years. Years of service will be based upon the current or most recent hire date.
- Other adjustments due to recent promotions or internal equity.

There are also four components to the distribution of salary dollars on the faculty side:

- A 3 percent base salary increase for all faculty members who began prior to July 1, 2010 and have met satisfactory performance expectations.
- All associate professors/librarians will receive an additional \$1,000 adjustment, except newly promoted associates, and all full professors/librarians will receive a \$2,000 adjustment, except newly promoted professors.
- After the above adjustments are made, faculty salaries will be compared to their CUPA peers. Salaries less than 94 percent of the CUPA peer group will receive an additional adjustment of 25 percent (one-fourth) of the salary differential.
- After all of the above have been applied, any faculty member whose salary is less than 85 percent of their peer group will receive an additional adjustment to bring them to the 85 percent level.

In addition, all special purpose faculty members will receive a 3 percent salary adjustment effective with the Fall 2011 contract. Compensation for temporary faculty will be adjusted to a minimum of \$1,000 per credit hour effective Fall 2011.

While the two distribution plans are not identical, they will have similar results in providing an across-the board increase for faculty and staff who are performing satisfactorily, continuing efforts to bring salaries closer to market levels and beginning to address compression issues.

Homecoming week so far has been tremendous. Please come out to the parade, tent city and the football game tomorrow. The weather will be great, and a good time will be had by all. Cheri and I are looking forward to seeing you, our alumni, students, parents and friends at the myriad of Homecoming events. Enjoy the festivities and root for the Sycamores!

GO TREES!

Sincerely,

Daniel J. Bradley  
President

