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.