

May 10, 2007

To: Uday Sukhatme, Executive Vice Chancellor, IUPUI  
From: Action Team, Martin C. Spechler, chair  
Subject: Recommendations on part-time appointments and related matters

At your request a committee composed of Dean Lawrence Goldblatt (Dentistry), Carol McGarry (Academic Policies, AO), Teresa Martin (Human Resources Administration), William Schneider (History, SLA), and Martin Spechler (Economics, SLA) met three times to discuss the matters you charged us with. This is an intermediate report, subject to your further instructions.

We all agree that IUPUI should permit appointments which will allow us to attract the best possible faculty and staff and also to do the best for existing appointees, who may have different life situations and professional objectives throughout their careers. We find that part-time appointments (half time or more) are now possible, as provided in the *Academic Handbook* (August, 2001), pp. 57-58, though not widely known, for both staff and non-probationary faculty. However, no benefits other than TIAA-CREF or PERF are paid. (FICA is mandatory, of course.) Also, semester leaves allow an appointee to pay half of his or her normal cost of health and other personal (life and disability) benefits, with the University paying its full-year share. A second year requires approval of the Dean of Faculties. **Recommendation #1:** These options should be more widely publicized, perhaps in the employee benefits bulletin.

An increasingly critical shortage of full-time professional faculty in the health areas is being experienced by Indiana University, as well as many other top schools nationwide. One reason for this is the significant difference in total compensation between full-time academics and full-time practitioners. Although compensation packages at universities are never likely to equal those in private practice, particularly in high-earning specialties, flexibility in defining a full-time appointment may allow clinical professionals to accept a full-time position while still earning incomes reasonably comparable to those of peers in private practice. Permitting somewhat more private practice within a full-time appointment would enhance their immersion and experience in clinical work to the benefit of their teaching and research. Therefore,

With one dissent (McGarry), we agree that to recruit the best available people to our School of Dentistry [and possibly other health schools—under investigation—MCS], the campus should permit appointees to spend up to two days a week in professional practice off-campus. This will bring a health faculty member's total income per unit time closer to those earned by full-time practitioners. **Recommendation #2:** The campus Conflict of Commitment statement, approved in 2006, should be amended to read: "With the prior approval of the unit head and Dean, a health faculty member may spend up to two weekdays in compensated professional practice without violation of this policy."

Remark: Inherent in this amendment of the full-time definition, which presently permits only one weekday of compensated practice, is the principle that annual base pay might be adjusted downwards to be fairly comparable to the base pay of colleagues would be able to practice only two half-days per week or the equivalent. In these cases, full health care benefits would be available. The entire premium would be paid, at the discretion of the Dean, either by the academic unit or proportionally by the unit and the individual faculty member. Retirement and social security benefits are already proportional to base pay.

We agree that flexibility in one's IUPUI career will improve retention and morale of existing appointees, but changes in part-time appointment procedures must be cost-neutral and consistent with the unit's mission and obligations. **Recommendation #3:** In limited circumstances and with prior approval of the unit head and Dean, a tenured faculty member or librarian may choose part-time work at a rate of no less than half-time for an indefinite period. Pension benefits will be paid proportionally, and the appointee may choose to retain full health and similar benefits by paying the University the remaining cost of those fringe benefits. **#3a:** A unit which approves this arrangement should be "taxed" proportionally to the part-time appointment, if this is possible. Worker's comp and unemployment charges will continue as if the appointment were full-time.

**Remark:** the Dean may choose to bear the cost of full-time benefits. Vigilance must be paid to insure that there are a sufficient number of full-time, tenured faculty to be the core of the unit.

As this will require amendment to the Academic Handbook, approval of the Trustees must be sought.

We discussed a number of other possibilities but were unable to agree on further recommendations with regard to split or part-time initial appointments of faculty, either tenured or probationary.