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**From:** Tuttle, Ilene [BOARD] on behalf of Donley, Robert [BOARD]  
**Sent:** Monday, March 21, 2011 11:10 AM  
**To:** Campbell, Bonnie J.; Downer, Robert; Evans, Jack B.; Gartner, Michael; Harkin, Ruth; Johnson, Greta A; Lang, Craig; Miles, David; Vasquez, Rose  
**Cc:** Smith, Dianne [BOARD]  
**Subject:** Message from Ben Allen to UNI faculty  
**Attachments:** Message to Faculty 3-20-11.docx

UNI will release the attached message at 1:00 p.m. It is embargoed until that time.

Ilene Tuttle  
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"The main thing is to keep the main thing the main thing!" -- Stephen Covey

3/21/11

Dear Faculty,

The arbitrator has issued his decision regarding the impasse items in the faculty contract negotiation. While the arbitrator accepted our position that no additional paid leave for union officials was necessary, and that choice in health care plans is important for the institution and employees, his decision regarding salary increases will present a significant budgetary challenge for UNI in the next two years.

We strongly value all of you and the work you do with and for our students. Our greatest desire is to maintain a vigorously engaged faculty. In the face of great uncertainty about tuition revenue and state appropriations, we made a salary offer which we believed would help maintain financial stability for UNI and individual employees. As stewards of our students' educational future, our employees' livelihoods and taxpayer funds, we believe we acted prudently.

It is important you know we strongly favored increasing the pay increments for promotion in rank. We are committed to recognizing excellent faculty performance in teaching, research, scholarly or creative work and service. We are happy we were able to reach a voluntary agreement on this issue.

During the negotiations, the management team put forth summer-school revision proposals we are convinced would have led to more teaching opportunities for faculty and would have served more students. Unfortunately, United Faculty was unwilling to discuss these ideas.

UNI has the highest percentage of tenured and tenure-track faculty among our peer group. We strive to maintain that status. We view higher education's move to the use of short-term and contingent faculty as detrimental to thriving intellectual communities.

The provost has used any available one-time funds to benefit faculty growth and development. The provost partnered with the Office of Sponsored Programs to provide seed grants to assist faculty trying to obtain external funding for their research, scholarly or creative work. There is summer funding for course-development work in service learning, sustainability and the first-year experience, Cornerstone course. Summer fellowships for pre-tenured faculty will support our newest colleagues in establishing and advancing their research and scholarly or creative agendas, which will help them prepare for positive tenure reviews.

Overall, while recognizing our financial outlook did not allow us to propose the salary increases you deserve, we have tried and will continue to enhance those areas of faculty work that will not further burden the budget.

We look forward to working together to provide "transformative learning experiences that inspire students to embrace challenge, engage in critical inquiry and creative thought, and contribute to society."

Thank you for all you do for UNI and its students.

Ben Allen