



INDIANA UNIVERSITY
SOUTH BEND

Coffee with the Chancellor

October 16, 2024



Compressions and Reclassifications

- **Compressions resulting from:**
 - July FSLA changes caused compression issues in several areas.
 - Some positions unrelatedly in need of reclassifications.
- **Plan to address:**
 - \$25K in recurring base budget in FY25 to address.
 - \$25K will not fix all issues; will be a multi-year approach.
 - Plan to make this a recurring practice in future years.
 - IU South Bend HR has compiled list of needed compression adjustments due to FSLA. Waiting on guidance and approval from IUHR to implement.
- **Reclassifications:** Vice Chancellors have gathered a list of needed reclassifications, but opportunities to address are limited this year due to FLSA & compression adjustments.

Voluntary Faculty Retirement Incentive Program

In August, IU Regional campuses launched a voluntary retirement incentive program for eligible faculty, who were notified of their eligibility.

- **Program Components:**

- Those who participate will receive a one-time incentive payment and IU Retiree Status designation.
- Faculty could request to separate from IU as of December 31, 2024, or May 31, 2025.

- **Process:**

- Applications were due on September 30, 2024. Reviewed by the Chancellors and VP for regional campuses in early October. Notifications to those approved will occur in mid-October.

Impact of Our Fiscal Sustainability Efforts

Examples of what we were able to base fund in FY25:

\$1,124,012	General Salary Increase	Total \$2,305,140
\$399,843	Reserves for Grant Funded Positions	
\$391,000	UA Tax Increase	
\$171,000	FSLA Adjustments	
\$128,285	Summer Faculty Increases	
\$91,000	Faculty Promotions	

Previously underbudgeted items that are now fully or partially base budgeted:

\$161,286	Adjunct and Overload Increase	Total \$340,071
\$50,000	Accommodation Technology for Students	
\$37,000	Campus Hospitality Increase	
\$31,785	S LP/OT Budget Correction	
\$25,000	Honors Program Budget	
\$25,000	Compressions and Reclassifications	
\$10,000	Community Engagement Budget	