

SPECIAL FACULTY MEETING ON SALARIES
Notes on Block 4 meeting led by local AAUP chapter
December 8, 2011

The meeting started at 3pm but was as sparsely attended as in previous years.

The attendees reviewed the AAUP chapter's Report to the Faculty on salaries and benefits, which includes three potential salary models for 2012-13 and a discussion of current and proposed benefits.

The AAUP voiced support for the concept of adjusting salary brackets at the assistant and associate professor levels in order to remain competitive with our peer institutions. However, they prefer to continue to include a CPI adjustment in all salary calculations, forgoing progression at the full professor level if necessary in order to keep CPI as an explicit component of salaries.

The AAUP also voiced support for both new benefits proposed by the Compensation Committee, regarding the truing-up of salaries for same-sex partners and vacation leave for non-exempt, less-than-12-month staff.

From the meeting, the Compensation Committee representative (Dan Johnson, chair) brought back a few issues for further discussion in that committee:

- a) Strongly encourage next year's special meeting on salaries to occur in Block 1, in order to be able to inform the discussion in a meaningful manner. He will work with AAUP this year to set the stage for that timing, since it will be challenging for next year's incoming committees to arrange such a meeting that early in the academic year;
- b) Distribute information from the Compensation Committee more obviously. It is clear that few community members visit the Public Folders online, so the Compensation Committee has already set up a website for all materials, and will announce it publicly shortly. Included there will be information about the history of compensation at the College;
- c) Review the status of adjunct professor salaries and pay for half-Block;
- d) Encourage communication about salaries and merit back from supervisors (i.e. the Dean of Faculty to department and program chairs to faculty) so that faculty can be more accountable, and the impact of their successes can be more obvious to both immediate supervisors (i.e. chairs) and individual faculty;
- e) Revisit the fee structure of the Emeriti program, specifically as it applies to retirees.