

1967

# Opposition to a Common Salary Scale for the three State Educational Institutions

University of Rhode Island Faculty Senate

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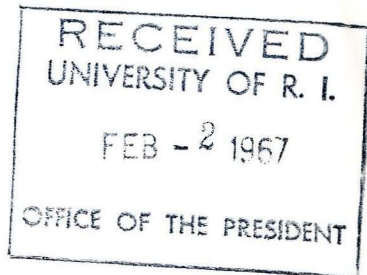
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UNIVERSITY OF RHODE ISLAND

FACULTY SENATE

RESOLUTION

Approved by the Faculty Senate



TO: President Francis H. Horn

FROM: Chairman of the Faculty Senate

1. The attached RESOLUTION, titled Opposition to a Common Salary Scale for the three State Educational Institutions

is forwarded for your consideration.

2. The original and two copies for your use are included.

3. This RESOLUTION was approved by vote of the Faculty Senate on

January 19, 1967  
(date)

4. After considering this resolution, will you please indicate your approval, disapproval or other comment and return the original copy, completing the endorsement below.

February 2, 1967  
(date)

William R. Ferrante /s/  
Chairman of the Faculty Senate

ENDORSEMENT TO: Chairman of the Faculty Senate  
FROM: The University President

*The letter to Board  
Chairman should come  
through me for vetting.*

1. Returned.

2. Approved . Disapproved . Other (explanation attached) .

Feb. 3, 1967  
(date)

Francis H. Horn /s/  
President

Original received and forwarded to the Secretary of the Senate and Registrar for filing in the Archives of the University.

\_\_\_\_\_  
(date)

\_\_\_\_\_  
Chairman of the Faculty Senate

Reasons: There are two major reasons why the faculties should be on different salary scales.

First, they are different faculties. The more diverse functions of a University as compared to those of colleges, particularly in the areas of research and of graduate programs, are of necessity reflected in faculty recruiting. (See Table 1.) This being so, the market in which U.R.I. competes for faculty is different from the markets facing the other two institutions. The salary scales should reflect this.

Second, a state university's salary scale is an indication to prospective faculty members of the degree to which the people of the state, through the Board of Trustees, respect their own university. A salary scale which disregards basic differences between the functions of Universities and colleges is unlikely to impress prospective university faculty that the people of Rhode Island take an interest in their state University.

Table 1. Comparative Educational Background of Faculties at Three Rhode Island State Educational Institutions 1966.

	Instructor		Assistant Professor		Associate Professor		Professor		Total	
	No.	Ph.D.	No.	Ph.D.	No.	Ph.D.	No.	Ph.D.	No.	Ph.D.
R. I. J. C.										
No.	29	--	21	1	6	2	0	--	56	3
Percent <sup>1/</sup>	52	--	37	5	11	33			100	5
R. I. C.										
No.	73	1	106	8	48	18 (24) <sup>2/</sup>	43	20 (33)	270	47 (66)
Percent <sup>1/</sup>	27	1	39	8	18	38 (50)	16	46 (77)	100	17 (24)
U. R. I. (Includes Cooperative and General Extension)										
No.	56	--	142	65 (75)	147	78 (83)	115	94 (99)	460	237 (257)
Percent <sup>1/</sup>	12	--	31	46 (53)	32	53 (56)	25	82 (86)	100	52 (56)

<sup>1/</sup> Percent of total faculty in No. column and percent of faculty in that rank in Ph.D. column.

<sup>2/</sup> Numbers in parentheses are for Ph.D. plus other Doctorates such as Ed.D.

Sources: Most recent catalogs of the three institutions. Data have not been double checked, so slight inaccuracies are possible.

The Faculty Senate approves the following recommendation of the Salary Committee contained in Part B of the Second 1966-67 Report of the Salary Committee dated December 15, 1966.

Recommendation: The Salary Committee recommends that the Senate instruct its Chairman to convey to the Board of Trustees of State Colleges the University faculty's serious doubt as to the wisdom of the Board's decision to place faculty at all three state educational institutions on the same salary scale.