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April 1969 Senate Revision of Salary Scale at URI

University of Rhode Island Faculty Senate

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UNIVERSITY OF RHODE ISLAND

FACULTY SENATE

BILL

Adopted by the Faculty SenateRECEIVED
UNIVERSITY OF R. I.

APR 29 1969

OFFICE OF THE PRESIDENT

TO: President Werner A. Baum

FROM: Chairman of the Faculty Senate

1. The Attached BILL, titled April 1969 Senate Revision of Salary Scale at
URI.

is forwarded for your consideration.

2. The original and two copies for your use are included.
3. This BILL was adopted by vote of the Faculty Senate on April 17, 1969
(date)
4. After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Trustees, completing the appropriate endorsement below.
5. In accordance with Section 8, paragraph 2 of the Senate's By-Laws, this bill will become effective on May 8, 1969 (date), three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Trustees for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Trustees, it will not become effective until approved by the Board.

April 25, 1969
(date)

/s/
Chairman of the Faculty Senate

ENDORSEMENT 1.

TO: Chairman of the Faculty Senate

FROM: President of the University

1. Returned.

2. Approved
- ✓
- Disapproved
- for transmittal to B/T

3. (If approved) In my opinion, transmittal to the Board of Trustees is not necessary.

4/29/69
(date)

Werner A. Baum /s/
President

ALTERNATE ENDORSEMENT 1.

TO: Chairman of the Board of Trustees.

FROM: The University President

1. Forwarded.

2. Approved.

_____/s/
(date) President

ENDORSEMENT 2.

TO: Chairman of the Faculty Senate

FROM: Chairman of the Board of Trustees, via the University President.

1. Forwarded.

_____/s/
(date) _____
(Office)

ENDORSEMENT 3.

TO: Chairman of the Faculty Senate

FROM: The University President

1. Forwarded from the Chairman of the Board of Trustees.

_____/s/
(date) President

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

_____/s/
(date) Chairman of the Faculty Senate

SENATE SALARY COMMITTEE REPORT
March 1969

The Salary Committee recommends that the Faculty Senate adopt the following to replace Chapter 6 Section 5.1 and 5.2 of the Faculty Manual (except 6.5.1 e and f).

6.5 SALARIES

6.5.1 Salary Policy

- a. The attraction and retention of faculty of superior quality are essential to the accomplishment of the major goals of the University. The University recognizes the importance of maintaining salaries and fringe benefits at levels that will permit it to compete successfully in the recruitment of persons of the desired caliber. It also accepts as essential, adequate salary increases to retain such faculty.
- b. The implementation of the above policy requires a system of salary levels, salary changes and salary reviews which makes it possible to reward excellence while also rewarding those who show steady growth in their value to the University. Finally, the system should protect all faculty members against financial loss due to inflation.

6.5.2. The Salary System

a. Salary Levels

1. The following schedule of minimum unit salary bases applies to full-time faculty appointments.*

<u>Rank</u>	<u>Unit Salary Base</u> <u>Minimum 1970-71</u>
Professor	\$ 1,500
Associate Professor	\$ 1,200
Assistant Professor	\$ 900
Instructor	\$ 720

* Subject to review as conditions warrant.

2. Computation of annual faculty salaries.

- a. The annual salary for the academic year appointee shall be calculated by multiplying the unit salary base by 10.
- b. The annual salary for the calendar year appointee shall be calculated by multiplying the unit salary base by 12.
3. New faculty personnel shall be assigned a unit salary base at

*In certain unusual cases, it may take two years to adjust individual salaries to the minimum; after which time, the maximum number of exclusions permitted is limited to the following: the lowest compensated five per cent of the first 100 of total full-time faculty members or two percent of full and associate professors combined, whichever is greater.

at or above, but not below, the minimum for the rank in which they are being appointed.

b. Salary Changes

The dollar amount of faculty member's salaries ordinarily may change in the following 3 ways. Changes take effect ~~July 1.~~ *with the issuance of the next annual contract.*

1. Cost of Living Adjustment -- Unit salary bases shall be adjusted annually for changes in the cost of living. The most recent estimate of annual change as reported by the U.S. Department of Labor shall be used for this purpose.
2. Professional Growth and Development -- Salary increases may be given in recognition of professional growth and development which results in an individual's being of greater value to the University.
3. Exceptional Merit -- In addition to increases received under 2 above, a faculty member may receive a salary increase for exceptionally meritorious service. There shall be no specified limit to the magnitude of such increases.

The preceding does not preclude adjustments in over all salary levels.

c. Salary Review

1. All salaries shall be reviewed annually. To begin this process each faculty member completes by January 1, a report on his work in the past year. These reports form the basis for recommendations made by the department chairman and by the academic deans. Changes in faculty members' salaries shall be based on the same criteria that govern promotion. These are detailed in Section 3 of this chapter, particularly paragraph 6.3.5.
2. During March of each year, Department Chairmen after consultation with members of their department, shall submit to their Academic Deans, a statement concerning the future salary needs of their department. Such appraisals will reflect anticipated market conditions as well as predictions concerning the future professional growth of departmental staff.
3. These salary estimates when approved by the Deans shall become a part of the college's asking budget for the personal services of their respective departments for the fiscal year under consideration.

d. Data Requirements

In order to monitor the functioning of the salary system, data are needed which will permit evaluation of the extent to which

salaries at the University are, in fact, competitive as defined in 6.5.1 a. above. The following data shall be supplied to the Senate Salary Committee at the earliest possible time.

1. From the Administration:

- * Minimum, Maximum, Mean and Median Unit Salary Bases by rank for URI and numbers of faculty by rank for present fiscal year, supplied by December 1.

- * Mean and Median salaries by rank and numbers of faculty in each rank for the State Universities of Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York (Buffalo, Binghamton, Stony Brook, and Albany), Pennsylvania and Vermont, supplied ~~by January 1,~~

*at the earliest possible time
each fiscal year.*

2. From Department Chairmen:

When faculty members receive offers from other universities and leave for that reason, the salary difference, rank, and name of the university shall be reported to the salary committee and to the office of the President. Similarly, chairmen shall report salary deficiencies which prevented them from attracting new faculty to the extent they have accurate knowledge of the salary and university which the person chose instead. This information shall be reported whenever available.

- 3. The Salary Committee shall publish, in February, its best estimate of our relative salary position at URI using the above data and such other information as may be available to it.