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Report of the Salary Committee. The Faculty Senate reaffirmed its action of April 16, 1970 approving the enclosed report of the Salary Committee

University of Rhode Island Faculty Senate

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UNIVERSITY OF RHODE ISLAND

FACULTY SENATE

BILL

Adopted by the Faculty Senate

TO: President Werner A. Baum

FROM: Chairman of the Faculty Senate

1. The Attached BILL, titled Report of the Salary Committee.
~~The Faculty Senate reaffirmed its action of April 16, 1970 approving the enclosed report of the Salary Committee.~~
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 71-5-20 (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 71-6-10 (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.

71-5-21
(date)

Copy

Stephen M. Schwarz /s/
Chairman of the Faculty Senate

STEPHEN D. SCHWARZ

ENDORSEMENT 1.

TO: Chairman of the Faculty Senate

FROM: President of the University

1. Returned.

2. Approved _____ Disapproved _____.

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

(date)

President /s/

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

UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

FACULTY SENATE

TO: ALL FACULTY
FROM: PAT DEVLIN, CHAIRMAN, FACULTY SENATE SALARY COMMITTEE

The Faculty Senate Salary Committee Report will be discussed at the Faculty Senate Meeting on April 16. If you wish to comment on this Salary Committee Report, please forward comments to me or attend the meeting and request permission to speak. The Faculty Senate Salary Committee welcomes all comments concerning the critical issue of salaries.

Bracketed items already appear in the Faculty Manual. They are included so that the faculty can get a comprehensive view of both existing and proposed salary items.

SENATE SALARY COMMITTEE REPORT
April 1970

The Salary Committee recommends that the Faculty Senate adopt the statement under 1. Salaries, to be added to, or replace, salary items in the Faculty Manual with appropriate numbering.

1. SALARIES

A. Salary Policy

1. 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.
2. 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.

B. Salary Levels: The following schedule of minimum unit salary bases applies to full-time faculty appointments.*

<u>Rank</u>	<u>Unit Salary Base Minimum 1971-72</u>
Professor	\$1,500
Associate Professor	1,200
Assistant Professor	900
Instructor	720

*Subject to review as conditions warrant. Individual salaries will be reviewed annually. Criteria for merit increases will be similar to these for promotion as in 7.22.10. The amount of possible merit or cost-of-living adjustments and the procedure for allocation are subject to approval by the Board of Trustees.

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 5 percent of the first 100 of total full-time faculty members or 2 percent of the total full-time faculty, whichever is greater.

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. Department Chairmen on academic year appointment shall be recontracted for administrative duties required of them during the summer months.

4. A new Faculty member shall be assigned a unit salary base at or above, but not below, the minimum for the rank in which he is being appointed.

5. Summer and Extension Compensation. A faculty member who, at his option and in accord with University policy, teaches extension or summer courses shall receive extra compensation therefore as provided below. Unless otherwise agreed to, faculty members shall have no obligation to teach either extension or summer courses.

- a. A faculty member teaching in the Summer Session shall be compensated on the basis of 8 percent of his basic contract for three credit hours or its equivalent of Summer Session teaching.
- b. A faculty member teaching in the Division of University Extension shall be compensated on the basis of 8 percent of his basic contract for three credit hours or its equivalent of University Extension teaching.

6. Non-Distinction of Sex. The salary schedule shall apply equally without distinction of sex.

7. Appeal. Any faculty member may appeal without prejudice to the President for consideration of his salary status, after having first appealed to the Department Chairman, the Dean of the College and the Vice President for Academic Affairs, in that order.

8. Board of Trustees. The operation of 7.50.10 - 7.53.12 may be suspended by the Board of Trustees when in their judgment conditions make such action desirable.

C. Salary Changes

The dollar amount of faculty member's salaries ordinarily may change in the following 3 ways. Changes take effect 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.A. 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.

D. Salary Review of Departmental Needs

1. 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. Chairmen will include not only the anticipated increases for existing staff, but also additional increases for new positions.
2. 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.

E. Salary Review of Individuals.

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 member salaries shall be based on the same criteria that govern promotion.

F. 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. The following data shall be supplied to the Senate Salary Committee.

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 at the earliest possible time.

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 at the earliest possible time each fiscal year.

2. From Department Chairman:

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 that 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 its best estimate of our relative salary position at URI using the above data and such other information as may be available to it.

II. Rationale

A. Resubmission of last year's report

This report is in many ways similar to the report of last year's salary committee. Last year's report was approved by President Baum but it was rejected by the Board. Since approval of both President Baum and the Board is needed for implementation the salary committee is submitting the old proposal with several new items.

B. Chairmen's Summer Compensation.

The Salary Committee holds that its recommendation for Chairmen's summer compensation is accepted as policy, but it is not implemented because of lack of funds. Implementation cannot be neglected in the future. Money should be budgeted in the Dean's Office budget in order to compensate all needed chairmen. If a chairman is needed for an additional period of time, and the salary committee maintains chairmen are needed during the summer, they should be paid for this time. In exceptional cases when the chairman is not needed fulltime, the length and amount of the contract shall be negotiated between chairman and academic dean.

C. Extension Teaching.

The present and proposed Extension salaries are grossly inadequate. In spite of a proposed fee increase of \$15.00 per 3 credit course, the extension rates, as of September 1970, will increase in two ranks only, that of Professor and Assistant Professor. Even in these ranks the change in compensation does not cover the rise in the cost of living since the last change in the pay scale.

The latter was last revised effective July 1, 1967. Working with mean URI faculty salaries by rank, and adding to the 1969-70 mean salaries 8.2% to estimate mean salaries for 1970-71 we observe the following estimated increases in mean salary by rank for academic year appointees 1967-68 to 1970-71:

	<u>Per Cent Increase</u>
Professor	22.0
Associate	22.7
Assistant	21.0
Instructor	22.0

The proposed change in Extension salaries for 1970-71 would change pay for teaching Extension as follows, over the same period of time:

Professor	10 percent
Associate	0 percent
Assistant	13 percent
Instructor	0 percent

These increases on the proposed change are clearly inadequate. For example, if regular full time extension faculty were paid at the same rates paid to URI faculty, assuming a 12 credit per semester work load, Instructors would receive an annual salary of \$5400; Assistant Professors, \$6120; Associate Professors, \$7200; Professors, \$7920. Remember that these figures are total compensation and do not include any fringe benefits!

The Senate Salary Committee further recommends to the faculty that they no longer accept the notion of an hourly wage. Education is not payable by the hour. A course taught is a professional service, requiring the same effort and it should therefore, receive equal compensation no matter where taught.

The practice of paying regular URI Kingston faculty less than URI Extension faculty, and less than summer school remuneration is no longer acceptable to the URI faculty.

By basing Extension remuneration on a percentage of a faculty member's annual salary, consideration will be given to the professional standing of the individual faculty member, and further it will be directly related to changes in his annual salary. Any budgetary planning problems that may occur are not insurmountable and are analogous to those faced in Summer Session planning. The use of non-URI extension teachers, is a separate matter. Their compensation should be a matter of negotiation, on an individual basis.

Compensation at the rate of 8% of a faculty member's annual salary is to be regarded as minimal. The committee recognizes the difficulty of adopting their proposal for 1970-71. It is sympathetic to the budgetary problems of the State and the University, however, it is insistent that the proposed change be incorporated beginning July 1, 1971.

III. Specific Salary Recommendations

A. Salary Needs for 1971-72.

In matters regarding salaries URI has traditionally compared itself with a regional group of state universities. In its report (Bill Number 241 passed by the Faculty Senate, April 17, 1969, and signed by President Baum April 29, 1969) the Salary Committee recommended that this comparison group include the state universities of:

Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York (Albany, Binghamton, Buffalo, Stony Brook), Pennsylvania, Vermont. A comparison of URI salaries with the averages of the 10 North Atlantic Universities clearly reveals that "progress" toward at least the average salary level for this group has, in fact, been a progressive regression from this goal. The Salary Committee recommends that by 1971-72 URI salaries reach the average salary level for this comparison group. To achieve this goal a salary increase of 17.9%* is required.

*Note that the 13.5% figure cited last year was based on the North Atlantic Comparison group but SUNY was not included.

SUPPLEMENTARY RECOMMENDATIONS

1. Renumber Section 10.20.15 of the University Manual, 9th Edition, page 79 to Section 10.20.16.
2. Add a new Section 10.20.15 as follows:

The bi-weekly salary payments are made on Fridays. Ordinarily there will be 26 such Fridays in the fiscal year and each check will be for 1/26 of the contract salary. Approximately once every eleven years there will be 27 paydays. In such fiscal years each check for contractual employees (all personnel not in the State Classified Service) will be for 1/27 of the contract salary. The next such fiscal year will begin in July 1, 1978.