Recommendation that the University not adopt a percentage system for increases in faculty salaries. Report of the Salary Committee December 15, 1966

University of Rhode Island Faculty Senate

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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 Recommendation that the University not adopt a percentage system for increases in faculty salaries, is forwarded for your consideration.

2. This RESOLUTION was approved by vote of the Faculty Senate on January 19, 1967.

3. 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)

Chairman of the Faculty Senate

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

1. Returned

2. Approved Disapproved Other (explanation attached)

(date)

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

Form approved 11/65
The Faculty Senate approves the following recommendation of the Salary Committee:

The Salary Committee recommends that the University not adopt a system of percentage increases of faculty salaries.

A. The Salary Committee was asked to give its recommendations with respect to the adoption of a system expressing satisfactory performance increments and merit increases as percentages of faculty members' salary.

Recommendation: The Salary Committee recommends that the University not adopt a system of percentage increases of faculty salaries.

Reasons:

1. The increments that are now given for satisfactory performance are differentiated by ranks. Changing to a percentage basis would eliminate this criterion, and would instead differentiate according to present salary of the individual. This is not desirable.

2. Presently the increments carry a calendar-year adjustment for the 12-month people. Changing to a percentage would reduce this differential to that which presently exists in the faculty member's salary, (unless different percentages were applied to academic and calendar-year faculty.) Since actual salaries do not reflect the full calendar-year differential, a percentage system would discriminate against calendar-year faculty--rather than being 20% as assumed the present difference varies from 9.2 to 12.7%.

3. If the function of increments is, in part, to influence average salaries by rank, then a percentage system would be inappropriate. It would tend to perpetuate any inequities which might exist between ranks.

4. Percentages can easily be used to simplify things which are really not that simple. Because percent are used extensively in discussing changes in the cost of living, in union contacts, and in labor productivity, we feel there is some danger of over simplifying the structure of salaries for professional services.

5. Recommendation No. 3 of the salary report approved by the Senate on September 29, 1966, and subsequently approved by the President states:

We recommend that in 1968 and annually, the Board allocate sufficient funds to maintain average salaries in the ranks at levels at least equal with the salaries at the 10 North Atlantic state universities.

Changing to percentages is merely going to make that job more difficult to perform.

Finally, it should be remembered that a given dollar increase looks larger when expressed as a percent of the smaller base of the institution which is trying to catch up to the others.