1967

Revision of Section 5 Salaries, Chapter 5 of the University Manual

University of Rhode Island Faculty Senate

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TO: President Francis H. Horn
FROM: Chairman of the Faculty Senate

1. The Attached BILL, titled Revision of Section 5 Salaries, Chapter 5 of the University Manual 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 May 18, 1967.

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 June 8, 1967, 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.

ENDORSEMENT

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.

May 24, 1967
(date)

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

Form approved 11/65 (over)
ALTERNATE ENDORSEMENT 1.

TO: Chairman of the Board of Trustees.

FROM: The University President

1. Forwarded.

2. Approved.

(date) President

ENDORSEMENT 2.

TO: Chairman of the Faculty Senate

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

1. Forwarded.

(date) Office

ENDORSEMENT 3.

TO: Chairman of the Faculty Senate

FROM: The University President

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

(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
The Faculty Senate voted on May 18, 1967 to change Section 5 Salaries, Chapter 5 of the University Manual to read as follows:

Revision of Chapter 5, Section 5 of the University Manual
Section 5 Salaries (1967-68)

5.1 The following salary schedules for faculty members with academic rank on a full-time appointment have been adopted by the Board of Trustees.

<table>
<thead>
<tr>
<th>Salary Schedule</th>
<th>Satisfactory Performance Increases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>12,000-18,000</td>
</tr>
<tr>
<td>Assoc. Prof.</td>
<td>10,000-15,000</td>
</tr>
<tr>
<td>Ass't. Prof.</td>
<td>8,000-13,000</td>
</tr>
<tr>
<td>Instructor</td>
<td>7,000-9,000</td>
</tr>
<tr>
<td></td>
<td>$550</td>
</tr>
<tr>
<td></td>
<td>450</td>
</tr>
<tr>
<td></td>
<td>350</td>
</tr>
<tr>
<td></td>
<td>300</td>
</tr>
</tbody>
</table>

1/These "basic salary ranges" will be reviewed and revised annually, whereby the University will compare actual compensation with comparable data from approximately ten similar institutions in the northeast.

5.11 New personnel may be employed at salaries at or above, but not below the minimum on recommendation of the president and approval of the Board of Trustees.

5.12 The maximum for each faculty rank may be exceeded for any individual on recommendation of the president and approval of the Board of Trustees.

5.13 The adjustment of the "basic salary ranges", when made, will not automatically revise individual salaries - such revisions always being made at the time of the annual salary review at the University.

5.14 All faculty working on a calendar year basis shall be compensated by 20% additional differential to their academic year base.

5.15 Faculty teaching in summer school shall be compensated on the basis of 8% of the faculty member's basic contract, for three credit hours or its equivalent of summer session teaching.

5.16 Salaries in the Extension Division shall be fifteen dollars per contact hour for instructors and assistant professors and twenty dollars for associate professors and full professors.
5.2 Salary Determination. All salaries shall be reviewed annually. To begin this process each faculty member completes a report on his work in the past year. These reports form the bases for recommendations made by department chairmen and by the academic deans, and for the ultimate decision on salary made by the University Board of Review. 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 3.45.

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

5.4 Appeal. Any faculty member may appeal without prejudice to the President of the University for consideration of his particular status, after having first appealed to the department chairman and the dean of the college, in that order.

5.5 Board of Trustees. The operation of Section 5, Chapter 5, may be suspended by the Board of Trustees when in their judgment conditions make such action desirable.