1968

Salary Policy

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 Salary Policy

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 16, 1968.

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 3, paragraph 2 of the Senate's By-Laws, this bill will become effective on June 6, 1968, 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.

May 20, 1968

(date)

Chairman of the Faculty Senate

ENDORSEMENT 1.

TO: Chairman of the Faculty Senate

FROM: President of the University

1. Returned.

2. Approved X Disapproved

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

(date)

President

Form approved 11/65 (over)
RecommendaHon 1

The Salary Committee recommends that the Faculty Senate adopt the following to replace Chapter 6, Section 5 of the Faculty Manual.

6.5 SALARIES

6.5.1 Salary Policy

a. The attraction and retention of a competent faculty of superior quality are major goals of the University. Salary plays a vital role in accomplishing this. The University recognizes the importance of maintaining minimum salaries at levels that will permit it to compete successfully with similar institutions in the recruitment of persons of the desired caliber. It also accepts as essential an adequate system of salary increases and realistic salary horizons to permit it to retain qualified faculty.

b. In line with the above policy, the following schedule of minimum and maximum unit salary bases has been adopted by the Board of Trustees, subject to review and revision annually.

c. Actual compensation at the University shall be compared annually with comparable data from the state universities of Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, Pennsylvania, Vermont and Rhode Island. It shall be the policy to keep average salaries by rank (for at least equal to the weighted average salaries of comparable ranks at these ten institutions.

6.5.2 Faculty Appointments

a. Within the system of faculty ranks defined in 6.1, full-time faculty shall be contracted on the basis of the academic year or the calendar year.

b. The academic year appointment shall carry nine months of working time within the fiscal year, and annual vacation as provided in 6.6.4.a.

c. The calendar year appointment shall carry eleven months of working time within the fiscal year, and annual vacation as provided in 6.6.4.b.

6.5.3 Unit Salary Bases

The following schedule of unit salary bases has been approved by the Board of Trustees and applies to all full-time faculty appointments.
### 6.5.4 Determination of Annual Salary

a. Each faculty member holding a full-time appointment shall be assigned a unit salary base amount within the ranges currently in effect for his rank (6.5.3).

b. The annual salary for the academic year appointee shall be calculated by multiplying the unit salary base by 10.

c. The annual salary for the calendar year appointee shall be calculated by multiplying the unit salary base by 12.

d. Each new 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.

e. The maximum unit salary base for each rank may be exceeded for any individual upon recommendation by the President and approval of the Board of Trustees.

### 6.5.5 Salary Increases

a. Consistent with its salary policy goals, the University recognizes the desirability of a system of annual salary increases based on satisfactory performance. Evaluation of performance shall employ the same criteria that govern promotion (see 6.3 and particularly 6.3.5).

b. Each faculty member shall complete a report on his work for the past year to be used as a basis for salary recommendations by his department head and academic dean to the University administration.

c. All salary increases shall be made as an adjustment in the unit salary base of the faculty member.

d. The following schedule of minimum increases for satisfactory performance has been adopted by the Board of Trustees and currently applies to full-time faculty appointments. It is not intended that these increases be regarded as maximums.
Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>Satisfactory Performance Increases per base unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$60</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$50</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$40</td>
</tr>
<tr>
<td>Instructor</td>
<td>$30</td>
</tr>
</tbody>
</table>

6.5.6 Summer Session and Division of University Extension Teaching

a. The unit salary base started in their new contract shall be the minimum compensation paid to academic year faculty for each three credits or equivalent taught in the University's summer sessions. Such compensation may be contracted separately, or may be included in the new annual contract, at the option of the faculty member.

b. The unit salary base started in their current contracts shall be the minimum compensation paid to full-time resident faculty for each three credits or equivalent taught in the Division of University Extension. This provision does not apply to faculty whose full-time duties include teaching responsibilities in the Division of University Extension.

6.5.7 Appeal

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

6.5.8 Board of Trustees

The operation of this section (6.5) may be suspended by the Board of Trustees when in their judgment conditions make such action desirable.

Recommendaion 11

The Salary Committee recommends that the Faculty Senate adopt the following addition to Chapter 6, Section 5 of the Faculty Manual for transmission to the President and the Board of Trustees.

6.5.1 Salary Policy

d. The University recognizes that the value of its permanent faculty is enhanced by in-service experience, and that the dollar value (Price) of this experience is related to market conditions. Rate of faculty turnover and faculty morale are affected by the way in which the University recognizes the value of experience.