

## **Charge to Committee**

The President of the Faculty Senate charges the Ad Hoc Committee on Annual Pay Policy with the following responsibilities:

1. By November 30, 2004, the Committee will propose a policy or policies regarding annual faculty pay increases as a motion to the Faculty Senate for its consideration and vote, with a preliminary report coming to the Senate no later than October 26, 2004 for Senate and faculty discussion. Other reports and briefings of the Committee's work will be placed on the Senate's agenda as needed and requested by the Committee's Chair. The Chair of the Pay Policy Committee will coordinate the timing with the president of the Senate.
2. As part of its deliberations regarding policy, the Committee will be responsible for engaging with the administration in a dialogue on these matters, particularly with the deans of the schools within the University and the provost. The Chair will be responsible for coordinating these meetings and discussions.
3. In its policy making, the Committee might consider the following parameters:
  - a. Policy ought to take into consideration not only cost of living but also the logic of "step increases", i.e., increases in pay that should normally apply to faculty members who fulfill their duties and responsibilities year in and year out. Perhaps, consider this pay as a "threshold" or "trigger" point? Only if this were funded, money would be spent on any other salary issue?
  - b. Policy needs to address the question of "high" merit, understood as exceptional work above and beyond normal "good conduct".
  - c. System guidelines: Work load guidelines should be used to identify distribution of "high" merit money with the lion's share going to teaching; some to scholarship and some to service (65-77% teaching; 15-25% for scholarship and 5-15% for service.)
  - d. Policy should identify general principles and guidelines that would be applied university wide, regardless of school.