

Report from the Faculty Senate's Ad Hoc Committee on Annual Pay

May 10, 2005

Committee Members: Elizabeth Curtin, Michael Garner, Joel Jenne, Rich McKenzie, Dave Parker, David Rieck, Chair, Don Whaley.

Goals

Two long standing goals, both of which are contained in the current Salisbury University Strategic Plan, form the basis of our recommendations toward resolving faculty compensation issues at Salisbury University:

First, Goal I. G. 4 reads in part “. . .to provide health care, pension, and other benefits to all full-time faculty and staff.”

In spite of current and ongoing efforts to provide full benefits for all full-time staff, little progress has been made toward providing full benefits to all contractual full-time faculty.

Second, Goal I. G. 5 reads “Maintain or improve faculty and staff salaries and benefits to levels that are comparable to AAUP (for faculty) and CUPA (for staff) peers.”

Salary data indicate that SU salaries have lost ground during the past five years. Longer term, lack of adequate funding has resulted in significant salary compression, inversions, and other inequities.

Although the administration might not address these issues fully this year, we expect the university to make significant progress this year and each year thereafter as stipulated by our Strategic Plan.

Recommendations

Benefits for non-tenure track full-time faculty

All full-time faculty should be offered health care benefits by fall 2005. Furthermore, the administration should develop a plan to provide retirement benefits to all full-time faculty not later than the end of the current Strategic Plan.

Annual Review of Faculty Salaries

To correct salary inversions, compression, and other inequities, we recommend annual salary reviews for all full-time faculty, including non-tenure track faculty. The review will begin with the department chair and the dean of the school, who will meet to consider the following in determining whether a faculty member's salary should be increased:

Is the faculty member's salary fair compared to others within the department relative to rank, years in rank, and years of service at SU?

Is the faculty member's salary fair compared to others within the school relative to rank, years in rank, and years of service at SU?

Is the faculty member's salary fair compared to others within the university relative to rank, years in rank, and years of service at SU?

Is the faculty member's salary fair compared to those at peer institutions relative to rank and years in rank?