

Memo of Understanding
2007-2008
ADDENDUM

Background

At the end of June, the Chair of the Faculty Salary Committee (FSC) was informed by the Secretary of the General Faculty that a violation of the Memo of Understanding (MOU) for 2007-2008, voted on and accepted by the General Faculty, and signed by the FSC and appropriate members of the administration, had occurred. Specifically, the Academic Vice President (AVP) had increased the minimum of the range for Full Professor by \$3839 (the amount that had been added to the salary of each faculty member in the rank of Professor in 06-07 in order to meet the University's commitment to the AAUP's 95th percentile). The adjustment to the minimum meant that individuals newly promoted to Professor would receive the benefit of this adjustment in the calculation of their salaries for 2007-2008. This is a departure from past practice since in the past, when 95th percentile adjustments were made, they were made only to faculty in the affected rank during the relevant year.

Shortly after being informed of the situation by the Secretary of the General Faculty, the Chair of the FSC received an e-mail from the AVP. The e-mail indicated that he had been approached by one of the newly promoted faculty who inquired as to whether they were entitled to the \$3839 adjustment. The e-mail further noted that the AVP had inquired of the Senior Vice President (SVP) whether this issue had been discussed with the FSC according to due process. The SVP had replied that it had not, although he thought the change reasonable. Without any communication with the FSC, the AVP issued new contracts to the newly promoted Professors, incorporating the 95th percentile adjustment into the minimum to the range for Full Professor, in violation of the agreed upon MOU.

The FSC immediately engaged in a series of meetings with the SVP. The Administration acknowledged the mistake and recognized the importance of respecting documents and process. Throughout the process, the FSC adhered to the notion that its primary mission, as always, was to protect and promote the economic welfare of the General Faculty. With this in mind, the SVP and the FSC negotiated, in a most collegial manner, what the FSC believes is a reasonable solution to the original problem. The details of this are specified in the attached Addendum to the 07-08 MOU.

In the future, whenever there is an adjustment to meet the administration's commitment to the 95th percentile, the minimum of the affected rank will be increased by the amount of the adjustment. This represents a permanent enhancement/strengthening of the administration's current commitment to the AAUP's 95th percentile. Furthermore, the SVP agreed to retroactively adjust the minimum of the range for Full Professor to reflect two prior 95th percentile adjustments (\$26 in 2002 and \$347 in 2003).

The FSC would like to note, that if the original proposal to adjust the minimum of the range for Full Professor had been brought to it within the proper prescribed process, it would have been open to endorsing such an adjustment as long as the strengthening of the commitment to the 95th percentile was done in a formal and on-going way so as not to only affect faculty beginning in the rank of Professor in September 2007. Also, the FSC would have been concerned that such a strengthening be made retroactive to apply to the previous 95th percentile adjustments. Furthermore, any concern publicly expressed by the FSC should not be interpreted as ascribing

improper intent to the actions of an individual or individuals. All members of the FSC were positively impressed by the manner in which members of the Administration engaged with the committee and facilitated an outcome that in the long run benefits all faculty members.

Proposed Addendum

Addendum to Item D: “In addition, that difference plus the sustained merit percent of that difference will be added to the next year’s minimum starting salary for that rank.”

Addendum to Item E: “In order to retroactively enact the new provision in the addendum to Item D for the adjustments made in 2002 (\$26), 2003 (\$347), and 2007 (\$3839), the Professor minimum starting salary in the 2007-2008 MOU is increased by \$4348 to \$93,536.”

Addendum to Item E: “In order to retroactively enact the new provision in the addendum to Item D, faculty promoted to the Professor rank from 2002 to 2006 will receive the appropriate back pay and adjustment to base pay as though the 2002-2003 Professor minimum starting salary had been increased by \$27 to \$80,171, and the 2003-2004 Professor minimum starting salary had been increased by an additional \$347 to \$81,018.”

Faculty Salary Committee:

For the Administration:

Date: _____

Jocelyn Boryczka

William Weitzer, Chair

Mark LeClair

William Lucas

Susan Rakowitz

Norm Solomon

Carl Scheraga, Chair

Mark Guglielmoni

[Accepted by the General Faculty on.....]

