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Special Faculty Meeting Minutes, April 25, 1972

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Special Faculty Meeting
April 25, 1972
Minutes

- I. The meeting was called to order by the Vice President of the Faculty Dr. Lawrence Hussman in Oelman Auditorium at 3:20 p. m.

- II. Mr. Anon moved "we recommend that the University establish a salary program that is made known to the faculty. Such a program should set minimum salaries at each rank, should incorporate a cost of living factor, should reward merit and contribution, remove inequities, and allow for fringe benefits. The University should continue its policy of no faculty quota in ranks and no salary ceilings."

Discussion: Mr. Anon felt that first priority should be given to increments to accommodate increases in the cost of living; no percentages or formula has been worked out. After that, any residual would allow for merit increases, etc.

Mr. Spiegel asked for Faculty reaction (preferably through their Dean) to a plan that may be presented to the Board of Trustees as follows:

1. Minimum and maximum salary ranges set for each level or rank:
 - a. Instructor Range - \$8,500 to \$13,000
 - b. Assistant Professor - \$10,500 to \$16,500
 - c. Associate Professor - \$12,500 to \$19,000
 - d. Professor - \$15,500 to Open

(Most faculty probably would be promoted before they reach the maximum.)

2. An across-the-board (rather than a cost of living salary increase) would also be adopted. It has been discussed by the Deans with the Faculty in each college. The details of this are as follows, assuming a salary increase would be possible:
 - a. Forty to fifty per cent of the money available for increased salaries would be allocated equally to all fully affiliated faculty members.

 - b. The remainder would be allocated as a merit increase. (Merit increases would be a percentage of base salary.)

Mr. Spiegel favors each college developing its own policy for periodic review for pay increases.

Mr. Klein felt specific criterion or standards should be set up and made known for merit raises.

It was felt that frequently inequities may exist but without publication of all salaries, these may not become known.

The Provost indicated that any faculty member who is dissatisfied with his present salary may obtain hearings through his Department Chairman, Dean, and then the Provost, if necessary.

Mr. Klein felt merit increases should be documented.

Mr. Dixon moved that each college shall have a Faculty committee to develop a salary proposal to present to the Dean and Provost for incorporation in the final recommendation to the Board. Motion withdrawn.

Since the call for the meeting indicated discussion only, the original motion was withdrawn.

President Golding made some general statements:

1. With a range, some guidelines as to where to start with an offer to new personnel are available, giving a median as well as the maximum and minimum pay in the scale.
2. If limits are put on a lower and upper range for the different professorial ranks, the intent of the upper range is to reward those of the faculty who are not likely to get promoted, but who will be in service for a long time. Their peak salary is known to them in advance.
3. Equitable does not mean equal.
4. Two results that would be sure to happen if Guaranteed Wage Levels were set:
 - a. The average increase would be less.
 - b. As soon as the faculties requested that they be guaranteed a certain amount across-the-board throughout the state, the legislators in order to protect themselves would come up with a line item budget for the universities and specify by law what you can make.

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5. Half of the Faculty prefer a Guaranteed Wage Level. Unfortunately, it tends to be the less secure and/or productive.

Mr. Lawrence Hussman requested public publication of his salary.

III. The meeting adjourned at 4:25 p. m.