

Faculty Salary Committee, Annual Report, 2008-2010

This document covers two years of work of the FSC rather than one, because during those two years, the committee's work was fairly constant, ignoring ordinary academic year boundaries. Also, the committee maintained the same chair and all but one member over the two-year period.

Membership (with number of meetings attended):

Susan Rakowitz (Chair, 42); David Crawford (36); Joseph Dennin (40); Cheryl Tromley (30); Sara Brill (2008-2009, 17); Rona Preli (2009-2010, 18)

Meetings

Between September of 2008 and April of 2010, the FSC itself met 12 times, and we met with the administrative team 30 times. Attendance numbers listed above combine both types of meetings. Members also worked on subcommittees, the meetings of which were not tallied.

FSC meeting dates: 9/22/08, 3/11/09, 4/6/09, 9/10/09, 9/18/09, 9/23/09, 10/21/09, 10/28/09, 11/13/09, 12/2/09, 1/21/10, 3/16/10.

Meetings with the administrative team: 10/21/08, 12/16/08, 1/22/09, 2/12/09, 2/26/09, 3/12/09, 3/19/09, 3/27/09, 4/8/09, 4/16/09, 4/21/09, 5/26/09, 6/15/09, 6/25/09, 7/13/09, 7/20/09, 7/28/09, 8/11/09, 8/17/09, 11/5/09, 11/18/09, 12/10/09, 2/4/10, 2/11/10, 2/18/10, 2/25/10, 3/4/10, 3/11/10, 3/18/10, 4/8/10.

The Work of the Committee

This two year period was so unusual because the FSC, along with the Academic Council Subcommittee on Governance, worked with the administration to bring forward a package of proposals including moving faculty to cost-sharing of healthcare premiums, and moving some details of faculty benefits from the Faculty Handbook to the Benefits Plan Overview (BPO). The original package was rejected by the General Faculty in the Spring of 2009, leaving us without a new Memo of Understanding (MOU) as we moved into the summer of 2009. While we worked on revising the proposals that summer, we reached agreement on a letter formally extending our contracts under the terms of the 2008-2009 MOU. In the Fall of 2009, the General Faculty approved the revised proposals along with a 2009-2010 MOU. These documents then received the necessary approval from the administration (MOU/BPO and Journal of Record policies) or Board of Trustees (Handbook changes). What follows is an annotated list of documents/policy changes approved by the Academic Council and/or General Faculty, and relevant administrative body. These documents or changes can all be found on the GFS website, either separately or in the Handbook or Journal of Record.

- *Guidelines for Faculty Annual Merit Review and Self-Evaluation.* These university-wide guidelines create a structure for standard merit and two levels of additional merit, with the proviso that additional merit will only be awarded in years when the increase in salary is greater than the increase in CPI-U.
- *Revised Handbook Charge to the FSC.* Revisions formalize the FSC's role in working with the administration to reach agreement on an MOU to present to the General Faculty each year.
- *Changes to the Benefits section of the Faculty Handbook.* Key changes are that the phrase "at no cost" with reference to healthcare was deleted, and the specification that

the university will contribute 10% of base salary to retirement, along with the details of life insurance coverage, were moved from the Handbook to the BPO.

- *Changes to benefits.* Beginning in January of 2010, faculty who receive healthcare coverage from the university pay part of the healthcare premium. The university provided life insurance maximum is increased from \$100,000 to \$150,000.
- *2009-2010 MOU.* This MOU includes a flat salary increase over 2 years to compensate for switching to cost-sharing of health insurance premiums.
- *2009-2010 BPO.* Though the BPO has always nominally been an appendix to the MOU, it was seen primarily as an HR document, rather than being under the purview of the FSC. Beginning with 2009-2010, the BPO includes language stating that it is subject to the same processes for amendment as is the MOU. This BPO also includes many more benefit details than it did previously, and it contains a guarantee that the university's 10% contribution to retirement will remain in effect for at least 3 years, along with 3 year agreements on how high and how quickly healthcare cost shares can increase.
- *2010-2011 MOU and BPO.*
- *Merit Appeals Process.* This document creates a university-wide structure for appealing merit decisions.

Ongoing Issues (in addition to the annual work on MOU and BPO)

- *Housing.* In 2008-2009, a subcommittee convened by the FSC put together a multi-phase proposal for housing assistance. This proposal was put on the back burner awaiting resolution of the other issues described above. We hope to make more progress on this issue with a new VP of Finance in place.
- *Healthcare.* A subcommittee will be looking at the full year cycle of healthcare cost decisions, and trying to find ways to bring costs down without compromising care or coverage. At the same time, the FSC will need to find ways to guarantee that any such savings are returned in salary and/or benefits.
- *Retirement.* The SVPAA asked the Academic Council to endorse consideration of a phased retirement plan. The AC has sent guidelines for such a plan to the FSC to try to develop a proposal.
- *Three-year agreements.* The BPO agreements guaranteeing the university's contribution to retirement and limiting healthcare cost-sharing increases will need to be extended or replaced with comparable guarantees before they expire in 2012.

Finally, on a personal note, it should be clear from this report that serving on the FSC over the last two years was incredibly time-consuming and, given the weight and polarizing nature of the issues under consideration, often emotionally wrenching. I cannot imagine a more hard-working and supportive group of faculty colleagues than the members of the 2008-2010 FSC, and I deeply appreciate their service. I also want to acknowledge the administrative team we worked with: EVP, Billy Weitzer; SVPAA, Paul Fitzgerald, S.J. (2009-2010); CAS Dean, Robbin Crabtree (2008-2009); VF of Finance, Bill Lucas; and Director of HR, Mark Guglielmoni. Though we were often at odds, the administrators were invariably collegial, respectful, and good-humored.

Susan Rakowitz, Chair, Faculty Salary Committee, 2008-2010