



University Senate CHARGE

Date:	September 5, 2012
To:	Ellin Scholnick Chair, Faculty Affairs Committee
From:	Martha Nell Smith  Chair, University Senate
Subject:	Consideration of a Faculty Salary Step System
Senate Document #:	12-13-05
Deadline:	March 30, 2013

Some universities have established salary step systems in order to ensure that faculty are given compensation commensurate with their performance at regular intervals throughout their academic career. The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee review faculty salary step systems at other universities and make recommendations on whether a similar system would be appropriate for our institution.

Specifically, we ask that you:

1. Review salary systems at our peer institutions, specifically those that have a faculty compensation system that includes a fixed schedule of salary steps within rank that is tied to performance.
2. Consult with the University's Office of Faculty Affairs concerning what the impact of such a system might be on our campus.
3. Consult with the Senate Chair regarding her research on salary step systems.
4. Review existing salary-related policies for faculty at our University.
5. Consult with the University's Office of Legal Affairs regarding both our current procedures and versions of step systems that might be proposed.
6. If appropriate, recommend whether and how existing policies should be revised.

We ask that you submit an interim progress report to the Senate Office no later than February 1, 2013. We ask that the committee's final recommendations be submitted by

March 30, 2013. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.