Negotiations around a faculty salary plan were on hold this academic year in accordance with the 2012 Memorandum of Understanding. In that document, faculty accepted 2% annual faculty raises plus funds to cover faculty equity adjustments (subject to economic conditions) for three years in return for the Administration’s commitment to work with Econ Stat to develop a multi-year framework for determining faculty salaries for implementation in FY16. Accordingly, the committee will begin working with the Administration on this “framework” by spring ‘14, so that the plan can be in place starting Jul 1, 2015.

This year, the committee met with Linda Eisenmann and Brian Douglas to discuss the possibility of formulating a new comparison group for faculty compensation. During discussions leading up to the MOU, this measure had been discussed as part of the groundwork needed before developing a salary plan. However, the Administration and Econ Stat members all agreed that this type of change would neither be feasible nor desirable at this time.

Econ Stat conducted a survey of the faculty on their attitudes about workload, compensation and morale. A summary of the survey questions and results are included with this report, along with a synopsis of the written comments from the survey. The survey included several questions from the 2011 survey conducted by the Advisory Committee. Two important findings of the survey were that the faculty perceives morale as even lower than in 2011 and very strongly supports a faculty salary plan that expressly links faculty compensation to changes in college revenue. In addition, faculty members are highly concerned about erosion of compensation due to the rising costs of benefits.

Finally, we continue to monitor changes in our resources and compensation in comparison to the NE9 comparison group and will provide the most recent data (and historical trends) as soon as these data are available.