Committee Members: Francisco Fernández de Alba (Chair), Betsey Dyer, John Gildea and M. Gabriela Torres.

The committee continued work with the administration (President Hanno, Provost White, and CFO Brian Douglas) on issues relating to faculty workload and compensation. In all, the committee met six times with the administrators, met with BCP and AAUP leadership, called and ran two co-sponsored meetings (BCP and AAUP) and polled the faculty regarding the distribution of the extra 0.4% salary raise (see below). Econ-Stat also met with the leadership of UFO to discuss issues concerning untenured faculty.

Faculty Workload
The committee’s primary work on issues related to faculty workload focused on the need for a faculty development officer, unequal workloads (advising load, number of majors, independent studies) amongst faculty, as well as the noticeable lack of communication and support regarding students with learning differences. The demands placed by the curricular review on the faculty were also a topic of discussion. The administration recognized these issues and discussed ways in which they might be addressed. The committee also brought up issues about incentives for directing independent studies and honors theses, but did not make a specific recommendation to recognize “invisible” work carried out by the faculty.

Compensation
The committee pressed for an earlier commitment from the administration to craft a salary plan for the next academic year. Although the current MOU has one more year (2017-18), the committee felt strongly that it would not be advisable to wait until the end of the MOU to begin conversations about a structured form of faculty compensation that will raise salaries to the middle of the comparison group. Data showed that Wheaton’s average faculty salary has been falling at every rank versus our comparison group and compared to most other higher education institutions in Massachusetts. The average salary for Wheaton is now approximately 6% below the weighted average mean for our comparison group.

The administration announced a raise of 2.5%, this is 0.5% more than the planned and agreed upon raise in the current MOU which had settled on a 2% across-the-board raise. As per the MOU, the salary equity pool went up to 0.4%.

In consultation with the administration, Econ-Stat polled the faculty on two options to disburse the extra salary raise. The option that was decisively favored was an
across-the-board 2.1% raise (to keep up with inflation) and 0.4% raise distributed in equal dollar amounts.

The committee also brought up the question of salary equity distribution. The committee recommended in a meeting with the Provost a quantitative approach to address equity in a systematic way. Provost White committed to address these inequalities. In addition, the committee discussed the need for an increase in promotion increases (full “bumps”).

**Summary**
The committee worked well with the administration and continues to address issues of workload and compensation. The committee wishes to thank the administration for their partnership in these issues; despite a substantial budget deficit, the leadership of the college has shown a commitment to the faculty. The administration shared a great deal of relevant data, sought out and acted on advice from the committee, and treated adequate faculty compensation as a mutual goal. The committee would also like to thank the members and leadership of BCP and AAUP for their willingness and collaboration to host two faculty meetings and continuous coordination.

Respectfully submitted,

Francisco Fernández de Alba
Committee on Faculty Workload and Economic Status