

Faculty Welfare Committee
February 23, 2018

Dear colleagues,

In preparation for the open faculty meeting to be held at 3:30 p.m. on Tuesday, 27 February in Hayden 100 on the proposed salary compensation objectives, the Faculty Welfare Committee (FWC) wanted to communicate the present state of discussions with the administrative leadership team to accompany the objectives and plans for implementation laid out on pages two and three below. Please note that attainment and timing of attainment of these ranges depends on the financial situation of the College. Similarly there is a commitment to salary progression, but the pace of that progression (and therefore the related increases) are subject to the College's fiscal realities.

Since our letter of 25 October 2017, meetings with each school have been held. These meetings helped to inform our conversations with the administration. We believe that the final result on pages two and three below represents a fair and equitable approach that also recognizes our Lasallian tradition, institutional needs, and market forces.

After the open meeting, in consultation with the administration, FWC will craft a rather bare-bones sketch of these proposals to present to the Council for Faculty Affairs to revise the *Faculty Handbook*. On the recommendation of the administrative leadership team, it is hoped that the President of the College will endorse these objectives and the implementation plan. If all goes as planned, the administration intends to begin implementing these principles in the 2018-19 faculty contracts.

In mid-December 2017, faculty received a letter giving them their salaries, as requested by FWC, in light of the delayed implementation of the 3% across the board increase as well as the further progress toward getting all faculty to the 25th percentile of our reference group. The administration decided not to include any further explanation, but plans to do so along with the 2018-19 contracts. We have been assured that this explanation will include whatever action is taken on these proposals and a timeline of when salary adjustments will be made. In the meantime, we urge you to check your paystubs and to consult the Provost and/or the FWC if you want to understand the components of your salary increase. FWC is committed to working with the administration to ensure that salaries and contracts are as transparent as possible.

FWC is also waiting to see the full equity study and its methodology undertaken by Mercer Consulting. The administrative leadership team has promised that we will get this information in the near future and that it will be fully vetted by FWC.

The FWC would like to express its appreciation for the administrative leadership's commitment to improving transparency and to engaging in dialogue about compensation objectives based on the recommendations made by Mercer Consulting in April 2017 that involve devoting significant additional resources to faculty compensation.

If you cannot attend the open meeting on 27 February, please feel free to reach out to the members of the Welfare Committee and/or to express your views to your CFA representative. We look forward to hearing from you.

The 2017-18 Faculty Welfare Committee:

J. Patrick Abulencia
Amira Annabi
Thom Gencarelli
Jeff Horn, co-chair

Shawn Ladda
Bahman Litkouhi
Bruce Shockey
Kathy Weld, co-chair