

FACULTY WELFARE COMMITTEE
Report on Faculty Salaries, 1987: Third Part.

(I) This final part of the Committee's report on faculty salaries at U.S.C.-Columbia in 1987 addresses the problem of monitoring actions which may be taken as a consequence of the Faculty Senate's adoption of its recommendations on October 7th. The Committee does not expect that a situation that is the product of many years' neglect will be immediately remedied and believes that, on this account, it should engage itself to report administrative measures that affect salaries to the Senate as frequently as circumstances require.

The Committee has resolved upon the following measures:

(1) The Faculty Budget Committee has been asked during the course of its review of Administration priorities in the budget process to determine each year what priority the Administration gives to faculty salaries and, specifically, what sums for salaries are requested in budget submissions. The Faculty Budget Committee has agreed to supply this information to the Faculty Welfare Committee (whose representative is a member of the FBC).

(2) The Faculty Welfare Committee will report annually to the Senate on U.S.C.-Columbia's standing relative to Clemson and the South Eastern regional sample, and on any other matter affecting salaries. The annual report on salaries will be compiled as early in each academic year as the compilation of statistics allows and, if possible, will be presented to the Senate in time to permit appropriate faculty influence on budget submissions.

(3) The Committee will report to the forthcoming May, 1987⁸ Senate meeting on Administrative actions directed towards the implementation of the Senate's resolution about salaries adopted at its October 1987 meeting. The Provost will be invited to advise the Committee of such actions or communicate them to Senate himself.

(4) The Chairman of the Faculty Welfare Committee has been authorized and instructed to undertake any other appropriate actions to monitor and aid the Administration's positive response to the October, 1987 Senate resolution, and future recommendations on salary matters.

The Committee would welcome other suggestions from faculty.

(II) The Committee has discussed the following motion referred to it from the October Senate meeting:

"Provisions for ensuring that the effect of market competition on salaries is not determinant in setting the retirement pay of individual professors".

The Committee believes that the longitudinal effects of the external labor market will be considerably, perhaps totally, reduced when the review provisions of the Senate resolution (2, 4.v) are put into effect. Nevertheless, acknowledging that faculty members who are now approaching retirement may not benefit from those remedies, the Committee proposes the following motion:

That to section (4) of the Faculty Welfare Committee's motion unanimously approved by the Faculty Senate at its October meeting (agenda, A-8), the following clause be added:

(iv) A formal review of the salary status of faculty members in the fourth year before their anticipated retirement.

(III) To help appropriate consideration of the faculty's case for salaries redress, the Committee urges Faculty members to write to the legislators whose addresses are provided hereafter, using details from the Committee's two previous reports.