2-13-2019

The salary study's impact on current job searches

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Recommended Citation
Curtis, Finbarr, "The salary study's impact on current job searches" (2019). Faculty Senate Index. 676.
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The salary study's impact on current job searches
Submitted by: Finbarr Curtis
2/13/2019

Question(s):

What steps are being taken to ensure that the timing of the salary study will not affect current tenure-track job searches?

Rationale:

It appears that the salary study will be completed by the end of February, at which point we will develop a plan for implementation for the next fiscal year. At the same time, a number of searches for tenure-track faculty are being held up while we are waiting on word from the salary study. I wonder if the completion date of the salary study is simply too late for a plan of action to be developed for the following fiscal year without harming our ability to complete searches in the spring (ie., right now). Issues of salary compression and inversion are important matters that will require analysis and additional resources over time in order to rectify faculty pay inequities. Considering that the adjunct crisis is the biggest personnel crisis facing higher education, however, it seems unethical to consider the possibility of cancelling tenure-track job searches so that tenured faculty can receive raises. Is it possible that we need to move the implementation of the plan of action to the following fiscal year, or at least to take tenure-track job searches off the table and begin to implement the plan of action next year with whatever resources are available?

Response:

2/22/2019: The SEC approves this to move to the floor. This will be forwarded to the VPAA for response and clarification.