

The Compensation Committee has been tasked this year with a review of the entire salary structure, and has made only one recommendation so far.

The recommendation is this: the minimum inflation-related increase to salaries **guaranteed** to all employees this year should be a fixed dollar amount, with any additional raises to be determined by staff and faculty separately. That common dollar amount is proposed to be the CPI increase on a living wage (\$20000), a base raise of \$660 to all employees given the estimate of CPI at 3.3% this year.

This is **not a maximum**, but a minimum raise, the **only raise common to all staff and faculty**. All raises above that level will be determined by staff and faculty separately. Staff propose to focus on performance-based progression, for which they have convened a 12-member working group to design a system of performance metrics and promotion standards. Faculty propose (via the AAUP) to continue the current faculty salary structure which includes full inclusion of all CPI for all faculty alongside our familiar system of progression through the ranks.

Given the AAUP recommendation, with faculty support behind it, the entire Compensation Committee would probably offer unanimous consent for a proposal that has exactly the proposed AAUP numbers for faculty, with a single purely semantic change in order to support the staff initiative. **We propose to split the faculty CPI into two parts, of which staff will emulate only the first part.**

| AAUP proposal                    |  | CPI                 |                   |             | Progression | Raise without progression (%) | Raise with progression (%) |
|----------------------------------|--|---------------------|-------------------|-------------|-------------|-------------------------------|----------------------------|
| rank                             |  |                     |                   |             |             |                               |                            |
| instructor                       |  |                     | \$1,880           |             | \$2,688     | 3.30                          | 8.31                       |
| assistant                        |  |                     | \$2,133           |             | \$1,989     | 3.30                          | 6.81                       |
| associate                        |  |                     | \$2,594           |             | \$1,816     | 3.30                          | 6.05                       |
| full                             |  |                     | \$3,831           |             | \$2,521     | 3.30                          | 7.23                       |
|                                  |  |                     |                   |             |             |                               |                            |
|                                  |  |                     |                   |             |             |                               |                            |
| Potential Compensation Committee |  | COLA for low salary | Market adjustment | Progression |             | Raise without progression (%) | Raise with progression (%) |
| rank                             |  |                     |                   |             |             |                               |                            |
| instructor                       |  | \$660               | \$1,220           | \$2,688     |             | 3.30                          | 8.31                       |
| assistant                        |  | \$660               | \$1,473           | \$1,989     |             | 3.30                          | 6.81                       |
| associate                        |  | \$660               | \$1,934           | \$1,816     |             | 3.30                          | 6.05                       |
| full                             |  | \$660               | \$3,171           | \$2,521     |             | 3.30                          | 7.23                       |

The recommendation was made to balance the facts that faculty positions are inherently different than staff positions, but staff would like to accommodate some version of a COLA (cost of living adjustment) as represented in the faculty salary model. To accommodate the full CPI would leave staff no room for other objectives such as merit or progression or market conditions.

The Compensation Committee meets on Wednesday December 2 to incorporate input from this meeting into its further recommendations.

Sincerely, Dan Johnson (Chair of Compensation Committee)