

## Faculty Senate December 5, 2013

Motion submitted by Michael Mihalik, Joel Tellighuisen and Myrna Wooders,

**Motion:** That the Faculty Senate recommend allowing academic year faculty to choose between a nine-month salary schedule and a twelve-month salary schedule; and; that this choice be allowed all new and current academic year faculty.

**Some history:** The survey distributed was taken in 2010 and the results were summarized and reported to the Senate. We thank the current Chair for circulating relevant documents not previously available. According to the minutes of the April 11, 2010, there was no motion on the subject and very little discussion. We believe that the issue is important and that the data needs to be reconsidered, discussed and voted upon by the members of the Senate.

### **Some motivation:**

From the survey results: “a total of **37.3%** of faculty surveyed are **in favor** of providing an option to be paid in nine equal installments.” This is over three hundred faculty members. (Allowing the option would have no effect on those faculty members who choose to remain on the twelve-month pay schedule.)

In economics, a welfare criterion frequently used is that of *Pareto-Improvement*; if an action makes some members of a society better off without harming others, then this action is an improvement and desirable. Assuming that those who voted against the option were largely not against allowing others the option, allowing the option would be a Pareto-improvement (although of course there would be some loss of interest on withheld salary).

Misunderstandings are more likely under the twelve month salary option. Under the twelve-month salary option administrators and also faculty members may not be clear about the terms of the contract. If administrators do not understand the basic feature of an academic-year contract – the nine month salary – there may be severe consequences for individual faculty members. If administrators do not understand that our contracts are for nine months each year, then we cannot expect Faculty Senators who are on twelve-month contracts themselves to be aware of the conditions of the academic-year contract.\* A nine-month salary option would make the terms of academic year contracts more prominent.

\*I just spoke to a Senator from the Medical School a few days ago who told me that he was unaware that University Central faculty were on academic-year contracts. It has become clear since starting this that some University Central faculty were not aware that they were on nine-month contracts.