

AAUP report of Jan. 10, 2024

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The Arts & Sciences Faculty Assembly authorized two of the A&S members of the Faculty Advisory Committee of the Faculty Compensation Study, Natalie Polzer and myself, who also are AAUP executive committee members, to collaborate with the A&S Faculty Salary and Equity Committee, of which I am a member and Natalie was a previous Chair, to create, execute and report a survey of A&S faculty opinions on issues involving the Faculty Compensation study.

The results were circulated and discussed in the A&S Faculty Assembly of December 1, 2023. The report will be discussed in depth at a future ExComm meeting, including discussion whether we should survey in other colleges and schools. Among the highlights.

- The A&S Faculty supported some procedures that are similar to those in the Staff study, including the prompt distribution of information about whether individuals qualified for salary increases.
- A&S Faculty also endorsed salary increases for anyone whose pay was less than 80% of the benchmark median, or less than their benchmark median after 6 years' service, or less than 110% of their benchmark median after 10 years in rank. Each of these is consistent with President Schatzel' s statement of Oct. 2nd. A&S faculty also supported a 1% salary increase for each year beyond 10 years.
- A&S Faculty were supportive of the Segal 2021 approach to assessing the equity of the UofL President's salary, which compared it to the salaries at 19 schools that were highly similar to UofL on seven parameters.
- The A&S Faculty opposed the use of a large sample of 54 schools, most of which were smaller and weaker than UofL, to establish salary benchmarks. Despite the early and persistent objections of knowledgeable members of the Faculty Advisory Committee, that questionable approach appears to have been used in the Staff salary study and seems slated for use in the Faculty study.
- The A&S Faculty also advocate for faculty salary equity being based not only on the individual's departmental affiliation but on their discipline and training. Scholars trained in psychology, statistics, digital programming, media, Jewish Studies, and a host of other disciplines can be found in units that do not bear the title of their degree. Equal pay for equal work suggests the virtue of salary benchmarks based on multiple criteria, rather than only a rank, and membership in a single department and school.