

Proposal to Merge the Faculty Welfare and Faculty Salaries Committees.

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On November 28th 2012 the combined committees of the Faculty Welfare and Faculty Salaries committees met. A topic of that meeting was the proposal to merge the two committees, given that the objectives of the committees are similar. Those objectives are:

Faculty Salaries: *The committee shall examine the salaries of all University Faculty within the institution and in comparison to those at other universities and shall make recommendations to the University Budget Advisory Committee as to the most effective means of remedying existing salary inequities and ensuring the maintenance of equity in the salary structure.*

Faculty Welfare: *The committee shall look into and make recommendations concerning faculty benefits and welfare programs of the University.*

Of the 9 attendees at this November meeting it was agreed that a merger of the committees made sense. Therefore, it is proposed that the following be adopted:

1. The Faculty Salaries and Welfare committees be merged into one committee: **The Faculty Salaries and Welfare Committee.**

2. The charge to this committee shall be:

'The committee shall look into and make recommendations concerning faculty welfare, benefits and salaries of the University. These explorations and recommendations shall be made within the institution and in comparison to those at other universities. Recommendations for establishing and maintaining Auburn's competitive position with comparable institutions in faculty salaries shall be made to the University Budget Advisory Committee as needed.'

3. The new Chair (to finish the 2013 appointment) of this committee shall be the current Chair of the Faculty Salary committee, and the Chair of the Faculty Welfare committee will become a member of the committee. For 2013, members of either committee shall be allowed to serve on the merged committee.

4. After 2013, Committee membership shall be:

Faculty:	Nine faculty
Continuing/Ex-officio:	Executive Vice President Director of Payroll & Benefits
Staff:	One staff member nominated by the Staff Council
AP:	One administrative and professional member nominated by the Administrative & Professional Assembly

5. Date of merger: As soon as University Senate approval is granted.

The committee felt that this proposed merger would make the one committee more effective, as there would no longer be confusion as to which committee should perform which activity(ies). At the November meeting the following possible activities for the merged committee were discussed:

- Faculty salary equity adjustment/compression issues.
- Maternity leave.
- Use of faculty sick leave with an eventual examination of the possibility of a leave bank.
- Examine AU's total compensation package as compared to peer institutions.
- Domestic partner benefits.