Dear President Berman and Provost Botman and CFO Schreiber,

We thank President Berman for the recent 2% cost of living increase, and we thank the provost as always for working with us over the years.

As discussed in the meeting with the President, we believe the university will benefit from regular joint meetings of representatives of the administration and the council to discuss matters of compensation incentives and related issues. A joint agreement on principles and direction may go a long way towards making the faculty feel they are part of the enterprise.

This is important since tenured employees have significant leeway in allocating their time.

Many of our colleagues feel they are slighted and poorly compensated. Changing this perception and reality can significantly increase engagement and faculty productivity which reflects directly on what the university can achieve.

We have several immediate concerns and suggestions for an agenda to move forward.

First and foremost, there is a need for formulating a plan to prevent further erosion of salaries and benefits in an environment of high inflation and this plan should be communicated to the faculty.

The second issue is a market adjustment for the faculty who have been here for a long time and whose salaries are now well below market. It is not just that people can leave, but they can disengage, and we hope to prevent both outcomes.

Third, we request that the administration restore a decent compensation for chairs, so they do not work below the minimum wage. The latter may seem like cost savings, but obviously chairs who get no course release and very little money will be much less able to initiate new programs, support junior faculty and students and lead innovative instruction initiatives.

We have heard that there is a retention committee, apparently only for the non-academic staff. We believe that a retention recruitment and engagement committee should be set up for faculty if we are to meet accreditation standards and beyond.

Looking forward to hearing from you

Thank you very much

Avri and Gabe on behalf of the council