



# WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

8 November 1984

Department of Mathematics

To: Faculty Senate  
From: Faculty Status and Welfare Committee, Barry Brunson, Chair *Barry Brunson*  
Subject: Committee Report

1. Ten-month pay plan. The administration has already been considering a plan whereby faculty could receive their total annual salary in ten monthly installments rather than in twelve. Their study was at the suggestion of President Zacharias, and was undertaken prior to an inquiry by this committee (which was prompted by an as-yet-anonymously tendered suggestion).

This chair apologizes for any misunderstanding about the matter: the anonymous suggestion, our inquiry, and the administration's study are all predicated on the assumption that any such plan, if approved, would be one which individual faculty could elect or decline as desired.

But there seems to be little to weigh against such a plan, other than the need for careful budgeting during the year. Interest could be earned on the amounts set aside, and even excess tax withholding could be avoided by filing a W-4 form for excess deductions.

2. Class rosters. Some faculty have viewed with disfavor the fact that the second official class rolls (the ones seeking "deficiency reports") may not always be relied upon to provide an accurate end-of-semester roll of a class, since they are issued prior to the WP/WF drop deadline. Evidently some students, being adjudged deficient, drop.

Through the good offices of Registrar Stephen House, faculty may, on an individual basis, request a class roll which reflects late drops; just call the Registrar's office. If sufficiently large numbers of faculty begin requesting such, it may become cost efficient to issue a third official roll to all faculty.

3. Early retirement. We issue without comment -- since we have not studied it yet, nor compared it with Western's proposed plan -- the early retirement plan approved by the Board of Regents of Eastern Kentucky University on 7 January 1984.

We actively solicit the opinions of faculty concerning early retirement plans, proposed and otherwise.

4. CPI Survey. The essence of the report will come as no surprise: the trend of faculty salaries is down, in terms of constant dollars.

Using 1970-71 as a base year, the purchasing power of average gross salaries is lower, depending on rank, by 17 to 24 percent. For net salaries, the situation is worse, with a net decline in purchasing power of 23 to 27 percent, depending on rank.

For Instructors, it is especially distressing that average net salary is lower this year than last in current dollars, not just in purchasing power, as a result of higher deductions.