

Report and Recommendation of the Rank, Tenure, and Salary Committee

A. Statement of Problem – Retiring Faculty Compensation

1. Some departments in the University routinely reward specific faculty contributions with a fixed dollar amount, paid to the faculty member in the academic year subsequent to the contribution. One example of this practice is many Arts & Sciences departments paying faculty \$250 for teaching a section of the First Year Seminar. Another example is the practice of some departments rewarding successful publication of a research paper with a fixed monetary amount (such as \$250 or \$500). In both of these examples, the compensation is paid in the academic year subsequent to the academic year in which the contribution was made.
2. When faculty compensation is directly linked to one or more specific faculty contributions, the faculty member involved has earned the compensation. Payment at a later date simply means it is deferred compensation.
3. When a faculty member retires, any such deferred compensation that has been earned and not yet paid should be paid to said faculty member upon retirement. Simply because a faculty member retires should not be reason to preclude him/her from receiving payment of this deferred compensation for contributions made while an active member of the faculty.
4. Currently policy is that a faculty member in this situation, by retiring, forfeits any such compensation.

B. Recommendation

Motion: Adopt the following and ask the JCU administration to do likewise.

Upon retirement, every faculty member is entitled to “an extra month wage or salary¹” salary, per the *Faculty Handbook*. If a faculty member, during that faculty member’s final year of employment, contributes to the University in ways for which a faculty member would normally receive deferred monetary compensation of a predetermined amount (e.g., \$250 for teaching First Year Seminar), that compensation should be provided *in addition to* the retirement compensation mentioned above.

C. Alternative Considered

Doing nothing, leaving each faculty member to negotiate with the administration on an individual basis for payment of this deferred compensation (with little hope of success).

D. Result Expected

Newly retired faculty will be fairly compensated, in a single payment, for any contributions made in the final year of employment that merited deferred compensation.

¹ Per the *Fringe Benefits* supplement to the *Faculty Handbook*. Based on the practices in place at the time this document was created, this translates to one-ninth of the faculty member’s annual salary.