Over the past several years, faculty salaries have not kept up with inflation, and as such many salaries are “underwater” compared to their value in 2008. We are gratified by the Board of Trustees’ decision to restore those salaries to appropriate levels over the next three years. Plans for this year’s implementation have been rushed. In any case, the Provost’s guidelines were issued before Faculty Senate could express faculty suggestions and concerns.

We are happy to learn that some of the deans are interpreting the Provost’s guidelines in a way that is consonant with the spirit of the Trustees’ actions: to begin the process of correcting the loss of salary that virtually all individual faculty have experienced under the financial pressures of recent years. We encourage all deans to develop processes that honor this spirit. We further encourage all deans and the Provost’s office to consult with Faculty Senate in a timely and deliberative fashion to help plan distribution schemes for the next two years so as to correct historic inequities in the most effective fashion possible.