



protecting academic quality

July 27, 2011

Dear Members of the Board of Trustees,

United Academics is dismayed and profoundly disappointed by the compensation package provided to President Fogel, as he steps down from the UVM presidency. It is disrespectful of UVM's non-represented staff, who have been told they will receive no salary increase next year, as well as UVM's service and maintenance staff represented by UE, who have gone to impasse over the Administration's paltry (0.5%) salary offering.

The Board of Trustees should be ashamed and embarrassed to offer a compensation package that includes seventeen months of administrative leave at a salary of \$27,000 per month plus a housing allowance and other "perks." In addition, the future salary of \$195,000 to be paid Professor Fogel is totally out of line with salaries paid to faculty in the humanities at UVM. His salary will be \$80,000 more than the best-paid faculty member in his future department, English, and \$60,000 more than the highest-paid humanities faculty member, someone who has taught at UVM for over 40 years.

Is the Board unaware of these discrepancies?

UA concurs that it is appropriate for long-serving administrators returning to faculty positions to have a semester or year to pursue a deferred scholarly project and prepare to return to the classroom. We look forward to President Fogel employing his expertise in modern British and Irish literature, since this faculty position was eliminated to close the 2009 budget gap.

However, the compensation package offered to President Fogel is dismayingly far from what is reasonable for our small public university. In the interest of responsible stewardship of UVM's academic mission and financial resources, we implore you to consider:

- If President Fogel were to forego his wellness, housing, and car allowances, which total nearly \$55,000 per annum, the savings would go a long way toward funding a new assistant professor position, someone ready to teach a full complement of courses each year and move forward in a fresh and significant research program;
- If President Fogel were to accept a salary closer to that of full professors in the humanities who have had long, distinguished careers and who also have served the University in significant administrative roles, the savings would fund another assistant professor position.

The Board of Trustees and President Fogel could send a positive message to the University and larger community by revising the compensation package so that it is still respectful of our retiring president without showing such disregard for the values of our university and disrespect to the people who carry out its missions.

David Shiman, President, United Academics