

**United Academics' Position Statement on Salary, Workload,
and the Quality of UVM's Research and Teaching,
December 2004**

United Academics wholeheartedly agrees with President Fogel's stated ambition to make UVM "the nation's premier small public research university." We think that is a worthwhile and attainable goal. There are risks in the Administration's plan, however. It will fail

- 1) if salaries are not competitive enough to attract and retain top flight teachers and researchers, and
- 2) if numbers of qualified faculty are not increased commensurate with the planned expansion of the student body.

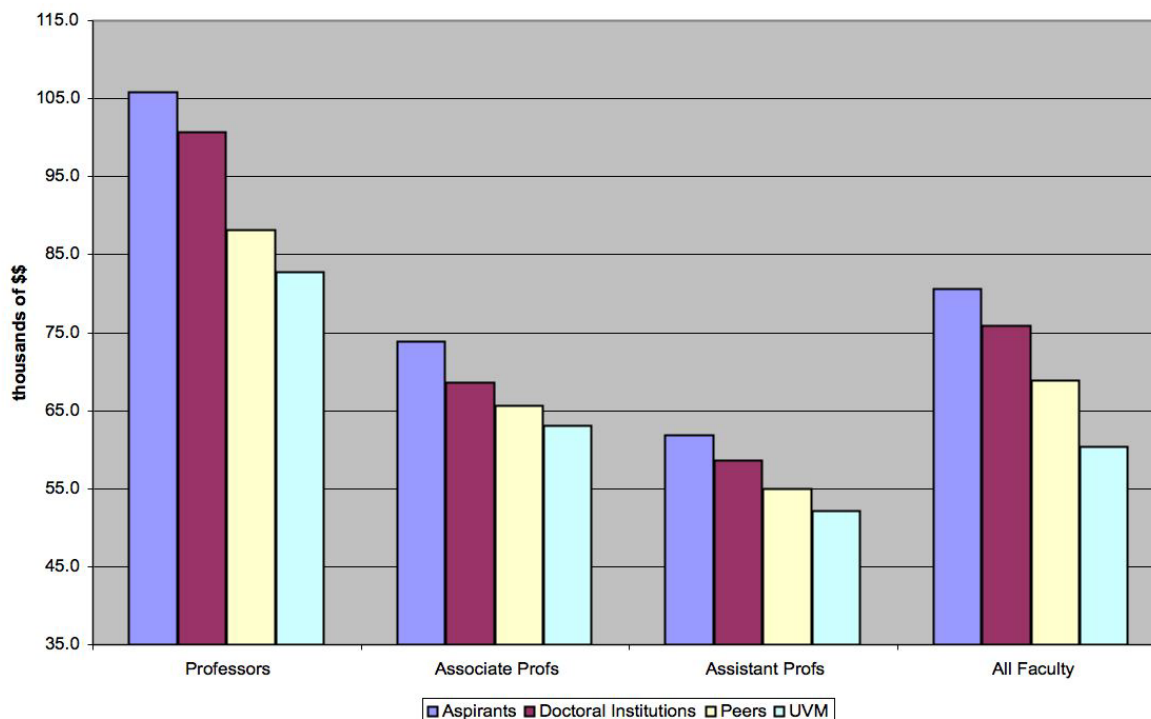
United Academics will vigorously work during the contract negotiations to support these elements necessary to the University's ambitions. We trust that the Administration will also support them, and abandon past practices of under-funding faculty in ways that suppress salaries and degrade the quality of teaching by necessitating increases in class size.

Salaries: Thanks to the last union contract, UVM's steady slide towards the bottom in its class for faculty salaries was arrested. But the fact that things did not continue to get worse does not mean salaries are currently adequate to maintain UVM's quality, much less improve it. UVM is still substantially below average when compared to its peer institutions, and it is nowhere near where it needs to be to achieve the "premier" status Fogel has set as our goal. In 2002 President Fogel identified a group of "peer" institutions with which UVM is roughly equivalent, and a group of "aspirant" institutions that UVM should aspire to compete with. For all faculty, UVM salaries are 87.5 percent of those at peer institutions and only 74.8 percent of salaries at aspirant institutions.

As the charts below indicate, salaries at UVM remain substantially behind our peer institutions, and dramatically behind aspirant institutions (as well as research universities overall). In this contract, we will work to ensure that UVM makes substantial progress towards being competitive with aspirant institutions.

	Aspirants	Doctoral Institutions	Peers	UVM
Professors	105.8	100.7	88.1	82.8
Associate Profs	73.8	68.6	65.6	63.0
Assistant Profs	61.9	58.6	55.0	52.1
All Faculty	80.6	75.9	68.9	60.3

Faculty Salaries at UVM compared to Peers, Aspirants, and Doctoral Institutions 2003-2004



Workload and Class Size: The University of Vermont will never achieve premier status if the quality of teaching on campus declines. UVM prides itself on (and markets) its relatively small class sizes and the direct access of students to top flight scholars. This not only improves the quality of education, but helps attract quality students to the University, particularly from out of state; and out of state tuitions provide UVM's single largest revenue stream. If faculty-student ratios head towards those of large state universities like Ohio State, UVM will no longer be worth its much higher tuition. Access to faculty and to relatively small classes are thus both pedagogically and economically important to UVM's continued health -- and they are essential if UVM is going to improve its standing and reputation. United Academics, therefore, is committed to protecting the special quality of UVM's environment by structuring a contract that reduces pressures to increase class size at the expense of quality.

Sources: Salary data *Academe*, March-April 2004. Aspirant Institutions as designated by President Dan Fogel in his presentation to the Faculty of Arts and Sciences in 2002 were Univ. of Colorado, Boulder; Univ. of Michigan-Ann Arbor; Univ. of N.C. at Chapel Hill; Penn State Univ.-Main Campus; College of William and Mary; University of Virginia; Univ. Wisconsin-Madison. Peer institutions were University of Connecticut; University of Delaware; Kansas State University; Univ. of Maine at Orono; Univ. Massachusetts-Amherst; University of New Hampshire; SUNY at Albany; SUNY at Binghamton; Miami University; Oklahoma State Univ.-Main; University of Oklahoma; University of Rhode Island; Clemson University; and Washington State University. Data for lecturers' salaries was not available.