Faculty Budget and Salary Committee Reduction Motion

Motion
To alter section 1.4.3.4.2 of the Faculty Handbook in order to reduce the size of the Faculty Budget and Salary committee by one member.

Rationale
The Faculty Budget and Salary Committee is a crucial part of our life together, for reasons that are clear from its responsibilities as listed below. Nevertheless, after consultation with the committee Faculty Council is proposing that we reduce the number of faculty on the committee from six to five. There are two reasons for this proposal. One is the difficulty Faculty Council faces to fill all committee slots effectively, a challenge recently augmented by the granting of a jubilee year to outgoing senators. The second is Faculty Council’s ongoing commitment to ensure that we do not have more people serving on standing committees than necessary. While we recognize that committee work is a valuable part of our work at Westmont, we also see the benefits of spending what would otherwise be time spent in committees on teaching and scholarship. After discussion with the Budget and Salary committee, we believe that their work could be accomplished with one fewer member.

Proposed New Language (additions in bold, deletions struck through)

1.4.3.4.2 Faculty Budget and Salary Committee

a) Membership:
   1) Provost (or representative)
   2) Three tenured full professors, one elected annually to a three-year term
   3) Two three faculty not full professors at time of appointment, one elected annually to a three two-year term

b) Officers:
The full professor serving in the second year of the three-year term shall be the committee chair.
The chair and the most recent past chair shall be the faculty representatives on the President’s Advisory Council.

c) Responsibilities:
   1) To monitor the amount budgeted for the academic program relative to all other areas of the College.
   2) To maintain comparisons of the College’s salary and benefits schedule with those of comparable institutions.
   3) To provide a forum for faculty input to Human Resources when changes in Faculty and Staff benefits are proposed; and to initiate changes in benefits at appropriate times.
   4) To maintain communication with the faculty regarding salary and benefits.