

The Baylor University Faculty Evaluation and Compensation Policy, as stated in the 2002 Faculty Handbook, provided for cost of living adjustments for all faculty members. This policy stated as follows:

Before salary recommendations are submitted each year, a base-salary increase shall be established, taking into account the cost of living increase for the previous year. An additional and separate amount of money should be available for faculty merit increases that exceed the base-level increase in salary. To the extent that resources are available, these merit increases should be awarded as an additional percentage increase of the previous academic year's salary.

As noted in the Handbook, the Faculty Evaluation and Compensation Policy was approved in 1993 and subsequently revised in 1995, 2000, and 2002. This policy, however, has not been imported into the provisions of the Baylor Employee Policy Manual. At some point in time, and with inadequate notice to the faculty and with no meaningful opportunity for response from the faculty, the University eliminated cost-of-living increases. Under the current policy, as stated by previous University administrators, the University only provides for merit increases in determining faculty salaries for the forthcoming year.

The Faculty Senate respectfully renews its request of April 13, 2004 that the administration of Baylor University reconsider the decision to provide only merit increases in determining faculty salaries. The Senate also requests that the administration invite representatives of the faculty to participate in the discussion regarding faculty salaries and, once a decision has been made, articulate this decision and the reasons behind this decision to the faculty as a whole.