


Memorandum

To: Faculty Senate
Seton Hall University

From: Karen E. Boroff, Ph.D. 
Interim Provost and Executive Vice President

Re: Approval of the Compensation and Welfare Committee Presidential Priorities Report
(2019-FS-17)

Date: September 20, 2019

The Office of the Provost is in receipt of the Senate's approval of the report on Presidential Priorities from the Compensation and Welfare Committee. The motion to share the document with President Nyre was approved at the June 7th meeting of the Senate. You know that President Nyre will be leading a strategic planning process this year. Part of that work will be developing appropriate benchmark institutions for admission "crossover" applications, for tuition setting, for compensation, and more. I am sure you can appreciate that there may be multiple lists of schools in that roster, perhaps made even more complex in that each graduate program has yet its own set of competitive schools. It would be difficult for anyone to disagree with the sentiments regarding the extraordinary importance of faculty in the centrality of Seton Hall and the concomitant importance of providing a fair salary to our faculty, and indeed, all who work here. I am sure that President Nyre will want to be informed on these matters.

There is one thing I would like to clarify regarding the Sibson study of 2015. The documentation that I have shows that the Sibson consultants visited with a group of faculty representing the Senate and the Compensation Committee. They reviewed the methodology that they intended to use to identify peers with this group, and then returned with a list of 38. (No, Rutgers was not on the list.) This list was pared by seven based on additional information about their programs. Other universities were added to ensure that the list mirrored Seton Hall as much as possible. In an email, the consultant mentioned that "the faculty supported the final list and Sibson endorses it as well." I only point this out to indicate that there was a collaborative attempt to arrive at peer schools, and it was not a decision made solely by the administration. As for 81%, the cost of raising salaries to higher percentages was considered and proved too costly. I would also add that the former Provost, Dr. Robinson, had indicated there would be a new salary study once the University opened the School of Medicine. The organizational changes on the School of Medicine have changed that directive.

Travel reimbursement and adjunct salaries will probably be part of the discussion on Responsibility Centered Management (RCM). Certainly, travel to attend conferences is generally worthwhile when these conferences are well regarded and are consistent with our Carnegie classification, the faculty are presenting their scholarship, and there is a track record of presentations converting to publications, which enhance the University's academic profile.