

REPORT OF THE COMMITTEE
ON
FACULTY SALARIES AND TENURE
AS AMENDED BY
THE FACULTY

Bennington College
Bennington, Vermont
March, 1935

Report of the Committee on Faculty Salaries and Tenure

To the President, Faculty, and Trustees of Bennington College:

On October 20, 1934, the Committee on Faculty Salaries and Tenure submitted to the President, Faculty, and Trustees of Bennington College a tentative report entitled "A Memorandum on Faculty Salaries and Tenure". In this memorandum the Committee attempted to set forth the basic considerations involved in the establishment of a system of faculty salaries and tenure, and outlined a tentative policy to be used as a basis of discussion with the Faculty and Trustees. Since that time the Committee has held one general meeting with the whole Faculty, and smaller meetings with the faculties of the separate administrative divisions of the College and the administrative officers. As a result of these deliberations, the Committee respectfully submits its recommendation of the following policies:

Faculty, Staff Officers, and Employees

1. The Faculty of Bennington College consists of all teaching and administrative officers of the College. The administrative officers comprise: the Comptroller, the Director of Admissions, the Librarian, and the Director of Records. The staff officers of the College shall consist of the Superintendent of Buildings and Grounds and the Superintendent of Dining Halls and Student Houses.

2. All appointments of Bennington College faculty members and staff officers shall be made upon recommendation by the President and confirmation by the Board of Trustees.

3. The following employees of the College are Presidential appointments not requiring Trustee confirmation: a. college nurse, b. assistant librarian, c. filing clerks and typists, d. telephone operators, e. stenographers and secretaries and assistants to administrative officers, f. employees on grounds and buildings, g. cooks and maids, h. storekeeper and postmistress, i. temporary clerical and domestic help and employees on buildings and grounds.

Appointment and Tenure of Faculty Members

4. No ranks or grades shall be conferred in the appointment of members of the Bennington College Faculty. The establishment of the usual academic hierarchy of Professor, Associate Professor, Assistant Professor and Instructor is not appropriate in the informal Bennington College Community.

5. All initial appointments to the Faculty, regardless of age or previous experience, will be for one year, and this shall apply for the first two years of service on the Bennington College Faculty.

The first two years of service on the Faculty are thus regarded as a trial period, and the appointment for the first or the second year contains no presumption that appointment for a longer term will follow.

6. After a preliminary service of two years, the faculty member becomes eligible for a three-year appointment. The three-year appointment is based upon a review and favorable evaluation of the work of the faculty member during the trial period. At the option of the President, the trial period of one-year appointments may be continued beyond the first two years.

7. After five years of service on the Bennington College Faculty (two one-year and one three-year appointments), the faculty member becomes eligible for a five-year appointment. No member of the Faculty shall be appointed for a longer term than five years. Additional appointments for five-year terms will be made after review and favorable evaluation of the member's work.

8. Each member of the Faculty will be entitled to an eight months' leave (one whole semester and two vacation periods), after five years' service on the Faculty. The faculty member will be entitled to full pay during the leave of absence regardless of whether or not he is reappointed for a further term of service on the Faculty, providing that the leave of absence be used for the purpose for which it is intended; namely, travel, recreation, or study. The assumption of another full-time position on full salary during the leave of absence does not entitle the member to leave of absence pay. This does not apply, however, to temporary positions such as lecturing, summer school teaching, writing, research, etc., providing such plans for using a part of the leave of absence in this way are approved by the President of the College.

9. The President of the College shall have full power to recommend or to refuse to recommend to the Trustees all appointments to the Faculty. A faculty council, consisting of one member elected from each division, will serve the President in a purely advisory capacity in the exercise of these functions. It shall be the duty of this council to raise questions and check the President's judgment in all matters pertaining to appointments to the Faculty and questions regarding the tenure of faculty members. The ultimate power shall rest in the hands of the President, and the council shall have no authority to veto his recommendation.

10. Complete academic freedom shall be enjoyed by every member of the Bennington College Faculty. In case any faculty member whose reappointment is in question believes that the principles of academic freedom are involved, he or she is entitled to a hearing before the President and the faculty council. If, after such a hearing, the President or any member of the council believes that academic freedom would be violated in the refusal to reappoint, he may request an outside, impartial agency (the American Association of University Professors) to investigate and report on the case. The findings of the outside agency shall be submitted to the President and the faculty council. Thereafter the President shall make his recommendation to the Trustees, transmitting therewith the report of the outside agency and the final report of the faculty council, and no action shall be taken by the Trustees until these have been received.

11. It shall be the policy of the College to release any faculty

member from his appointment upon request providing the resignation is presented sufficiently far in advance of the date of release to enable the College to appoint a successor without seriously interfering with the work of the College. The College shall likewise have the power to terminate the appointment of any member of the Faculty at any time, in case of total physical or mental disability of the faculty member, or in case of gross immorality on the part of the faculty member.

Deferred Annuity and Retirement

12. Every member of the Faculty and staff officer of the College shall be entitled to a subvention from the College treasury of five per cent of his salary, to be paid by the College to the Teachers Insurance and Annuity Association toward the purchase of a deferred annuity to begin at the age of 65.

13. This subvention shall be paid only on condition that the beneficiary pay at least an equal amount toward the deferred annuity. For convenience the amount paid by the beneficiary shall be deducted from his or her salary each month and included in the payment made by the College to the Teachers Insurance and Annuity Association.

14. Participation in the deferred annuity plan may begin at any time after appointment, at the option of the beneficiary, but shall be compulsory after five years of service unless the faculty member or staff officer can give proof acceptable to the President and Comptroller that he or she has already made adequate provision for retirement at the age of 65.

15. Any faculty or staff member may retire voluntarily at the age of 65. Retirement will be compulsory at the age of 70, but the College reserves the right to require retirement at any time after the age of 65.

16. The college payments toward a deferred annuity shall cease after the beneficiary has reached the age of 65.

17. The College reserves the right to modify or amend this plan at any time.

Salary and Tenure of the President

18. The President's salary shall be fixed by the Trustees. In addition to the regular money payment it will include: a. the arrangement for joint contribution to the Teachers Insurance and Annuity Association provided for members of the Faculty, b. use of the President's House, c. necessary traveling expenses while on college business, and d. an entertainment fund.

19. The term of appointment shall be for five years with the same provision for a leave of absence as is provided for the Faculty. (The present term of office to expire June 30, 1939.)

20. The President may be dismissed by the Trustees during any term, after due notice and hearing, provided his remuneration continue one year after termination of his services.

21. Approximately a year before the date of the end of the President's term the Trustees shall appoint in such manner as they see fit, a committee of educational experts who will make a confidential report to them regarding the state of the College. This committee shall make a report to the Trustees before they act on the President's reappointment. In case of failure to reappoint, the President will receive the usual leave of absence at the end of his term, as in the case of the members of the Faculty.

22. All recommendations for original appointments to the Presidency of the College shall be made to the Board of Trustees of the College by a special committee of three members of the Board of Trustees and three members of the Faculty, the latter to be elected by the Faculty and the former to be elected by the Board of Trustees.

Faculty Salaries

23. Faculty salaries shall consist of two parts--a Basic Salary and a Family Allotment.

A. Basic salaries shall range between a minimum of \$2,000 a year and a maximum of \$5,000 a year.

B. A family allotment of \$500 a year shall be added to the basic salary of each person having a non-earning wife or husband. A similar allotment shall be made for each dependent child under twenty-one years of age, up to a maximum of two. The category of dependents for which allotments will be made consists only of husband or wife, children, or parents. Faculty members having parents fully dependent on them for support will be allowed the full \$500 for each parent. Provision for partial dependency will be made by individual arrangement between the President and the faculty member. The maximum allotment granted to any faculty member is \$1,500. In the adjustment of the salaries as before this plan and as under it, recognition will be given to family allotments already informally included in original salaries.

24. The President of the College shall have full power to recommend to the Trustees all increases and decreases in salary within the limitations of the plan in accordance with the following principles:

A. Salaries shall not be fixed for the duration of the appointment at the time a term appointment is made. The question of increase or decrease in salary may be raised at any time either by the President or the faculty member. It is understood, however, that the President will take the initiative in raising the question of salary increase or decrease with the faculty member at the time of each reappointment.

B. The President shall make recommendations for salary increases in accordance with his evaluation of the experience of the faculty member. It is understood, however, that salaries will be graduated rapidly up to the maximum which in most cases will be reached by the time the faculty member has reached the age of forty.

25. The tenure plans embodied in these recommendations shall become operative from the date of their adoption by the Trustees and the Faculty. The provisions for salary are adopted as a policy and will be put into operation as soon as circumstances will permit.

Respectfully submitted,

Committee on Faculty Salaries and Tenure

Lewis Webster Jones, Chairman
Paul Garrett
Genevieve Taggard