



The September meeting of the University Faculty will be held on Monday, September 9, 2002, beginning at 5:00 PM in the Langone Center Forum. Professor Michael Payne will preside. If there are any amendments to the April, 2002 minutes, please send them to Andrea Halpern, Secretary of the Faculty, in advance of the meeting.

AGENDA

- 1. Amendments to April 2002 minutes**
- 2. Announcements and remarks by the President and members of his staff**
Introduction of new faculty and staff
- 3. Announcements by the Chair of the Faculty**
- 4. New Business**

Report from Committee on Planning and Budget : Ben Marsh

The committee spent many hours during the spring considering the “Living Wage” issue, as charged by the president. The committee sent draft recommendations to the president in April and received a response in May. These two letters, as well as the original charge, and some other relevant material, can be found at

http://www.facstaff.bucknell.edu/marsh/Living_Wage_Material.html

Summary of committee recommendations:

The Committee on Planning and Budget reviewed the concept of a “Living Wage” for Bucknell employees, at the request of the president. The Committee was unable to endorse the “Living Wage” concept as it came to us; it seems vague in its expression and contrary to certain other principles within the university employment system. The Committee found that very few hourly employees who had received satisfactory job evaluations over four years were earning less than the \$9.00 per hour wage that we were asked about by the president. The Committee believes that the university should commit itself to providing opportunities and support for the advancement of every hourly employee who performs satisfactorily, to rise in responsibility, and therefore to rise in pay past some certain wage target. The

Committee believes that funds should be dedicated to accelerate the wage advancements at the lower rates.

Excerpt of President Rogers' response:

“We accept the report of your Committee. We pledge to recognize and respect those improvements that your report recommends. Specifically, I will direct our Vice-President of Finance and Administration to implement the necessary adjustments to insure that the employees identified by your Committee become eligible for the \$9.00 per hour wage recommended, effective July 1,2002. I will further direct her to prepare an acceleration scale that will allow present and future employees to achieve the inflation-adjusted four-year floor in future years. I will pledge the support of this Administration to a continuing commitment to insure that promotional opportunities are made available to those who deserve and seek such promotions.”