Department of Mathematics
Policy on SALARIES COMMITTEE

1. **Election.**

   The Salaries Committee shall consist of three professors at the associate rank or higher, together with the Chair. At least one of the three must be a full professor or higher, and at least one must be an associate professor. The term of office shall be two years. Members may not succeed themselves.

   Elections to fill all vacancies on the committee are to be completed by the end of the sixth week of classes in the fall term. The eligible voters are those members of the department who meet the requirements described in Part A, section 2 above.

2. **Duties of the Salaries Committee.**

   The Salaries Committee shall have access to all information concerning the budget of the Department. The purpose of the Committee is to determine the merit ratings and salary increments for members of the Department that are to be recommended to the Dean of the College. Merit ratings and salary increments for members of the Committee are to be determined by the other members of the Committee. Merit ratings and salary increments are to be based on research, teaching, and service in the ratio of three to two to one.

   The Salaries Committee, having evaluated each faculty member's reseach, teaching, and service, will select faculty for teaching reductions, taking into account both merit rankings and the recent history of course reductions.

3. **Procedures.**

   All decisions of the Salaries Committee shall be determined by majority rule. Tie votes shall be decided by the Chair.