

Plan of Compensation for Christopher Newport College
of The College of William and Mary in Virginia

March 21, 1970

1. (a) The memorandum from the Governor of the Commonwealth Consolidated Authorization for Teaching and Research Staffs in Institutions of Higher Education, dated March 10, 1964, directs that "Each governing board shall establish and administer the compensation plan for the institution. The plan shall be in accordance with the provisions of this Authorization and of stated legislative requirements."
- (b) By letter of February 18, 1969, the Governor informed the President of the College of William and Mary that effective July 1, 1969 the revised salary standard for Christopher Newport College for nine months would be \$11,000 and for twelve months \$12,000.

II. Salaries for faculty personnel shall be based on the following scale:

	1	2	3	4	5	6
Professor	12,500	Not to exceed 5%				
Assoc. Professor	10,500	Not to exceed 5%				
Asst. Professor	8,900	9,200	9,500	9,800	10,100	10,400
Instructor	8,000	8,300	8,600	8,900	9,200	9,500

- (a) The normal increment for Professors and Associate Professors shall be flexible, but will not exceed 5%. The normal increment for all other ranks shall be \$300.
 - (b) The normal time interval between increments shall be one calendar year. Granting of increments will depend upon availability of necessary funds.
 - (c) If a faculty member possesses the necessary qualifications and if his performance warrants, he may be promoted to the next higher rank as soon as his salary is equal to or greater than the minimum for the rank to which he is to be promoted. All such promotions must be recommended by the President of the College and approved by the Board of Visitors.
- III. The average salary for the faculty of Christopher Newport College for the academic year 1969-70 is \$8,979. This is based upon a total of 56.8 full-time equivalent faculty.
- IV. The average salary for the faculty of Christopher Newport College for the academic year 1970-71 is currently projected at \$9,590. This is based upon a total of 79 full-time equivalent faculty.
- V. Christopher Newport College is a relatively new college and is just completing its ninth year of operation. The original faculty was employed in the rank of Instructor predominantly. As a result, the average salary in this institution falls near the middle of the Assistant Professor scale, while in the typical college the average falls at the lower end of the Associate Professor scale. For this reason, a scale has been devised to be appropriate for this type of rank distribution in a relatively new institution rather than to raise the current faculty prematurely to the allowed ceiling for a more thoroughly established institution. We feel that this is sound administrative procedure.