

May 6, 2021

Dear Bev and Steve,

We, the membership of the Carleton AAUP, write to ask that you consider distributing this year's 1.5% salary budget increase and any discretionary adjustments equitably, rather than relying on competitive criteria. Given the pandemic's impact on our entire community, we believe that this is a moment to reorient our usual campus practices and to mitigate some of that impact together in the spirit of solidarity and justice.

The compounding effects of the salary freeze and the pause in retirement contributions have been and will be felt most keenly by the lowest paid members of our community. In addition, the pandemic has disrupted the personal and professional lives of our community in ways that make judgment on the basis of the standard metrics untenable: faculty were compelled to redesign their pedagogy in unprecedented fashion; we were unable to undertake fieldwork or research travel; the usual calendar of academic conferences, publishing and review came to a halt; and care-givers among both faculty and staff had to assume responsibilities that made normal professional functioning all but impossible.

We recognize that the challenges of working, teaching and researching through the pandemic have been felt at all levels of the college and that it is no easy matter to determine which groups have been more affected. As such we would request that all funds dedicated to this year's raises be distributed among all faculty and staff with a focus on equity rather than on measures of productivity.

Sincerely,

The Carleton College Chapter of the AAUP