

To: Chancellor Tyler

As we are sure you are aware, a large number of faculty members did not receive paychecks at the end of August or were grossly underpaid. In the chemistry department, five of our six part-time instructors were not paid for their assignments and a sixth was underpaid. Three of these instructors are new to the college, while the other three have worked for us for some time.

We are profoundly distressed at the breakdown that has allowed this situation to arise. An employer can scarcely have a more fundamental responsibility than paying its employees in a timely manner, and failure to do so on a large scale strongly suggests managerial incompetence, either within the payroll department or on the part of the responsible senior administrator. We are further appalled at the complete lack of information that has been given to the affected employees. To the best of our knowledge, the payroll department made no announcement in late August that these employees would not be paid. Since then, the payroll department has made no information available about the cause of this situation and when it will be corrected. Furthermore, neither the director of payroll nor any member of senior management has given any indication that s/he recognizes the hardship that has been inflicted on the affected employees. Such callous treatment of employees is unprecedented in our experience at this college. Finally, we are embarrassed that our colleagues have been treated so shabbily by an institution that we are expected to support through the ongoing accreditation morass.

We demand that the college administration give an explanation for this fiasco, that the responsible administrators make a public apology to the affected employees, and that the payroll department make every effort to pay the affected employees as soon as possible and to announce the date on which this will occur.

Signed,
Chemistry department permanent faculty (tenured and tenure-track)