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Swarthmore Board Approves Improvements in Staff Compensation

A Step to Make the College a 'More Responsible and Humane Community'

The Swarthmore College Board of Managers took action at this weekend's meeting that, in the words of President Alfred H. Bloom, "demonstrates the College's commitment to being a more responsible and humane community and thereby strengthens its capacity to educate toward a better world."

The board approved a proposal to significantly improve compensation for the College's lowest-paid workers. The measure raises Swarthmore's minimum wage from \$9 to \$10.38 and adds a subsidy, contingent on means-testing, to make family health care more affordable to the lowest-paid staff members.

[Read the complete proposal here.](#)

The compensation improvements come at the cost of an additional \$100,000 to \$130,000 to the College's \$90 million annual budget.

The decision reflects broad campus acceptance forged by two years of campus-wide study and discussion, initially inspired by the efforts of a student-led living wage campaign.

"I believe Swarthmore should help enable our lower-paid staff members to meet their minimum financial needs, while we continue to be responsive to the competing demands of our educational mission in a highly constrained budget environment," Bloom said. "These steps to improve compensation will allow the College to better model the world we want our students to shape."

In addition to the improvements in wages and health benefits, the plan increases annual funding for professional development for all staff members from \$20,000 to \$50,000.

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