

Faculty Senate Resolution
Resolution passed February 6, 2007

Whereas:

Salary compression both within and between faculty ranks is a widespread problem in academia and hinders retention of valued faculty, damages morale, and undermines the good of the university,

A stable instructional workforce is imperative for students at a commuter university, particularly in domains of out-of-class mentoring, career guidance, and references for employment and graduate programs,

Hiring conditions will continue to influence salaries of new faculty (usually upward) without established UH processes for parallel increases for other ranks,

The severe negative impact of salary compression results in a loyalty penalty for faculty at all ranks,

Staff salaries have recently been revised, with resultant increases for several staff, via compensation study conducted by Deloitte Consulting, LLP,

Faculty equity adjustments in the past years have been based on adjustment to averages (by rank and discipline) as generated by CUPA, which are also compressed,

Faculty salary increases associated with promotions (to Associate and Full professor) are small and contribute to the problem of salary compression

Be it resolved that the UPC and other budgetary decision-makers:

Recognize the severity of salary compress and make addressing salary compression the highest priority for the upcoming budgeting cycle (biennial) and set aside a projected amount to address compression and salary adjustments for promotions,

Investigate strategies (in addition to promotion salary increases) to determine salary benchmarks *from new faculty salaries in that year,*

Increase the salary benefit for promotion to a higher rank. Specifically, the Senate supports a \$4000 salary increase for those who move from Assistant to Associate (instead of the current \$2000) and an \$8000 increase for those who move from Associate to Full Professor (instead of the current \$4000), with amounts adjusted annually to account for inflation,

Keep the Senate informed on the strategy/ies used to determine salary benchmarks and allocation of funds.