Resolution on Faculty Salary Plan

WHEREAS UCA did not provide cost of living adjustments to base faculty salaries for four fiscal years (FY09, FY10, FY12, FY13);

WHEREAS UCA has not consistently applied or funded any plan for salary inequity or faculty merit since the creation of the Faculty Salary Equity Committee ten years ago;

WHEREAS UCA does not have any long-range plan for improving faculty salary;

WHEREAS the work of the Strategic Budget Advisory and Faculty Salary Review Committees has not led to any significant gains in faculty salary;

WHEREAS Academic Affairs has returned $2-3 million annually to help build university strategic reserves;

WHEREAS the faculty believe that equity and merit are separate issues that should not be conflated;

WHEREAS the resulting salary compression undermines faculty morale and does not reward or incentivize faculty performance;

WHEREAS this salary compression has caused many talented faculty members of all ranks to leave UCA, consider employment at other institutions, or take second jobs either in or out of academia;

AND WHEREAS a multi-year plan for salary adjustments can be paid for through a combination of new revenue (e.g. enrollment growth, improved retention, tuition increases), cost containment (e.g. savings from self-insurance, review of retirement benefits, strategic realignment) and a reduction in Academic Affairs’ contributions to university reserves;

BE IT RESOLVED THAT the Faculty Senate recommends:

1) the implementation of the Faculty Salary Review Committee’s Salary Funding Recommendation for the 2016-2017 Year and the continued commitment to a 4% pool for salary adjustments.

2) the administration develop and distribute mechanisms to address salary compression caused by the failure to award a cost of living adjustment in FY09, FY10, FY12, and FY13.