

RESOLUTION TO THE UTK FACULTY SENATE BASED ON THE 2010-2011 FACULTY SALARY STUDY

**Approved by the Faculty Senate Budget and Planning Committee
for consideration by the Faculty Senate on May 3, 2011**

WHEREAS, the University of Tennessee, Knoxville has set a goal of being a Top 25 Public University, and

WHEREAS, the 2010 Faculty Salary Study documents that overall UTK faculty salaries are only 86% of those at Top 25 Public Universities, and

WHEREAS, in some departments with high national standing, faculty salaries are even below 80% of the average for the same rank and field at Top 25 Public Universities, and

WHEREAS, during the last decade the percentage of expenditures going to non-academic operations has grown at a significantly higher rate than expenditures for academic operations, and

WHEREAS, salary stagnation at UTK is has left many faculty demoralized and frustrated in their efforts to fulfill our missions of teaching, research, and service, hence posing serious risks to our ability to advance our university towards its goals, and

WHEREAS, we applaud the governor for his efforts to secure the first general raise pool in four years, and for signaling greater flexibility in how the university procures and manages its resources,

THEREFORE, BE IT RESOLVED that the UTK Faculty Senate advocates the following:

- 1.** The proposed 1.6% raise for all employees should be distributed as some reasonable combination of fixed dollar and percentage raises across the board.
- 2.** Chancellor Cheek and President DiPietro should pursue establishment of a significant raise pool to be devoted to market adjustments of faculty salaries as outlined in the 2010-11 Faculty Salary Study by the Budget and Planning Committee.
- 4.** The Chancellor and President should advocate that the UT Board of Trustees establish a 0.5% tuition increase annually for ten years to provide a recurring fund to be used for faculty salary adjustments or bonuses to reward activities that help our university achieve (and eventually maintain) our Top 25 goals.
- 5.** Faculty Senate President Joan Heminway is charged with communicating this resolution, the accompanying report and its recommendations to Chancellor Cheek, President DiPietro, the UT Board of Trustees and Governor Haslam.