

I'm presenting today for Neal Schrick who is birthing calves.

Explanations – p. 7

Administrative stipends. Department heads are included, but no deans, associate deans, vice chancellors or other administrators.

SUG is Southern University Groups n= 31

THEC peers n=12

TOP 25 (guess the n)

AAU n = 33 private schools are excluded.

Instructor – only 32 in rank. IR uses the term narrowly, so this category doesn't include the much larger group of lecturers. OSU uses the instructor category, so that's what we also submit. (if you look at the ns in the last set of figures, it is obvious that we're not all counting it the same way.) So this category really says little about the situation at UT at the rank below assistant professors.

If you look at departments where the ratio of UTK to UTK went down, it's due to promotions of a well-paid faculty member moving up a rank. This is where you see compression.

I think we agree that assistant professors should come in at competitive salaries and that adjustments should be made for other assistant professors. However, we've been told that that's where the money runs out. We've not been giving much hope for funds to adjust for compression at the associate professor level, and we've been given NO hope that it will happen at the full professor level.

Many of us in this room started our careers with salaries in the 30 thousands, the 20 thousands, and even the teens. Am I correct?

That means that if we've had highly productive careers, and received every merit increase available to us, the percent increases as base-of-salary without other adjustment, keeps our salaries low. Under the current policies, our rate of compression is going to get higher every year.

This is not acceptable. The faculty senate *must* continue to advocate for salary adjustments at all ranks. We need to keep the issue of faculty salaries – including the compression issue - at the forefront of our agenda. If *we* don't advocate for this nobody else is going to.

Now - let me tell you the *bad* news. This report is actually worse than it appears. We report our data to OSU in October, and the report from OSU comes out at the end of April. So this salary survey actually compares **Oct. 2006 UTK data to Oct. 2005 peer data**, so our ratios are probably worse. If we'd waited until May to run this report we would be comparing our 2006 data to 2006 data from other schools.

Therefore, the Budget and Planning Committee would like to recommend that after this year, we start presenting the annual salary study at the Faculty Retreat in the fall and at the September senate meeting. The current Budget and Planning committee will prepare a second report of this study to present in the fall, and then henceforth the report will come out in the fall.

This recommendation was presented to the Exec. Committee, so I'm not sure we need any senate action... If you have any questions, Donald Cunningham will be happy to answer them.