In light of four years of no salary increases and the constant rise in such costs as health care, the Faculty Senate of the University of Tennessee, Knoxville expresses its deep disappointment with the 1.6% pay raise proposed by the Governor. Moreover, for those employees whose salaries are the lowest on the university pay scale, the proposed increase is totally inadequate. Let it be resolved that the Faculty Senate of the University of Tennessee publicly state its displeasure with the proposed salary increment to the University of Tennessee upper administration, the Tennessee state legislators and the Governor and, that for all practical purposes, the Faculty Senate considers the 2010-2011 academic year to be the fifth consecutive year of no salary increase.