

Working Goals of the Wage Study Task Force

Spring 2005

We have been broadly charged with updating an earlier study of wages at UTK. Having come to the conclusion that the job requires more than a linear extension of the 2000 study, we articulate the following goals as guideposts for our assignment.

1. Bring the statistical information in the original wage study up to date. Expand the scope of the original study to include relevant data regarding the UT work force that has become available through the Department of Human Resources since the original wage study was completed.
2. Take cost of living and other inflationary factors into account in evaluating changes in UT pay scales. Revise the amount of the living wage in light of increases in the cost of living and in light of new methodologies being developed by scholars and policy analysts.
3. Provide an update of information regarding the privatization of the workforce that is performing its work on the UT campus. This information should include at least the following:
 - Data on the wages and benefits paid by UT contractors to employees working on the UT campus
 - Changes in the number and percentage of campus workers now employed by private contractors rather than directly by the university, as compared to the period covered in the original wage study;
 - In addition to analyzing the wages and benefits paid by the University to its own employees, provide a further analysis that integrates comparable information regarding privatized workers so as to give a comprehensive picture of the well-being of the UT workforce when compared to the situation at the time of the original wage study.
4. Provide information regarding ways (if any) in which the university administration has responded to the Faculty Senate's recommendations regarding private contractors that were made in 2001. Include information regarding how the UT administration has distributed funds provided by the legislature for pay increases.
5. Develop a set of statistical categories that can form the basis of an annual evaluation (a kind of "snapshot") of the compensation being paid to those who work full-time on the UT campus.