

Sense-of-the-Senate Resolution to Acknowledge Wage Deterioration and Promote Wage Transparency [Provost Signature Requested]

Finance & Facilities (F&F) Committee

Faculty Senate

April 3, 2023

PASSED

Whereas, the faculty engage in a good faith effort to provide an exceptional learning experience for Ohio University students, produce quality research, and provide service to their colleges, the University, their respective disciplines, and the community;

Whereas, Ohio University hires faculty and staff that accept placement with the anticipation of fair employee wage treatment and a sustained inflation paced wage;

Whereas, faculty and staff wages in real dollars have decreased by more than 15% over the past 6 years;

Whereas, wage deterioration negatively impacts Ohio University's ability to retain faculty and staff, provide meaningful merit incentives, and stay competitive with peer institutions;

Whereas, University budget projections plan wage increases that fail to reflect or consider CPI projections (inflation), effectively systematizing and exacerbating faculty and staff wage deterioration;

Whereas, Ohio University in practice does not provide true "merit based" raises as raise pools since FY 2018 have failed to meet or exceed official U.S. Consumer Price Index (CPI);

Whereas, the current "merit based" method for pay increases generates confusion as to what is a recognition for merit and what is a basic cost of living adjustment;

Be It Resolved, Ohio University will engage in a good faith effort to correct faculty and staff wage deterioration. This includes developing a plan to redress the existing 15% loss in real wages due to inflation and implement this plan over the next 5 budget years (2024-2028). This is in addition to annual wage adjustments to reflect future inflation and recognize merit.

Be It Resolved to recognize the value of faculty and staff, Ohio University will use official CPI projections in all budget projections regarding faculty and staff wages.

Be It Resolved Ohio University will use proper language (wording) to describe planned wage increases moving forward; specifically, "cost of living adjustment" will be used to describe wage increases up to the official CPI, and "raise" will be used for compensation exceeding the sum of the loss of official annual CPI.

Be It Resolved Ohio University will be transparent in communication to employees and acknowledge that a “merit-based raise” is not being offered in years that wage increases do not exceed official CPI.

Be It Resolved Ohio University will clearly identify to the faculty and staff the amount the “cost of living adjustment” falls short of the CPI change for that period (OU fiscal year July-June).