

## RESOLUTION ON FACULTY COMPENSATION INITIATIVE

### Finance and Facilities Committee

May 12, 2008

### PASSED

**Whereas** this will be the second year in the proposed five year plan to raise faculty compensation into the next quartile among our aspirational peers; and

**Whereas** in the first year of the plan (FY08), a substantial proportion of the monies budgeted for this initiative were distributed to units based upon a complex and imperfect calculation about where they stood in relation to *market* norms and not based upon *merit*; and

**Whereas** units were not held accountable for spending the market portion of the distribution to address those areas for which they received that portion of the money; and

**Whereas** changes to employee Health Benefits contributions, in both premiums and out-of-pocket expenses, resulted in an erosion of faculty compensation that was not considered in the calculations of the Task Force; and

**Whereas** in some units these monies were distributed in a manner that was not clearly communicated to the faculty, creating at least the appearance that they were solely distributed at the discretion of deans, chairs, and school directors without any input from faculty merit evaluation committee;

**Be it resolved** that these monies be proportionately distributed to departments and schools based upon their share of the current distribution of aggregate compensation (50%) and faculty headcount (50%) and not upon an imperfect market calculation; and

**Be it further resolved** that the Provost's Office, in collaboration with Faculty Senate, determine the impact of last year's decision regarding Health Benefits and the resulting erosion of faculty compensation and ensure that the total monies budgeted for the Faculty Compensation initiative be supplemented in order to allow the University to achieve its professed goal; and

**Be it further resolved** that the distribution of merit raises for the Faculty Compensation be determined henceforward by faculty merit evaluation committees in a process that is consistent with normal school/department processes for determining raises; and

**Be it further resolved** that, under a parallel Faculty Compensation initiative, the distribution of raises on the Regional Campuses should be determined by faculty merit evaluation committees and the results of this process should be reported to the full Faculty Senate; and

**Be it further resolved** that the raises provided by this pool of money be effective July 1, 2008 for the entire academic year.