

Whereas at their March 5, 2021 meeting, WKU's Board of Regents voted to approve a new contract for President Caboni, giving him an 8% raise of \$34,000 on his base pay of \$416,000, additional yearly performance bonuses up to 10% of his base pay, and a deferred compensation and separation payments plan that strongly incentivizes him to remain at WKU through 2024 and 2025;

Whereas this decision raises concerns about the budgetary priorities of the institution and we find it deeply concerning that such a dramatic increase in compensation for the president is more important than bringing faculty and staff compensation up to benchmark levels or resolving salary compression and gender and racial salary inequities;

Whereas President Caboni's base starting salary at WKU in 2017 was \$400,000 and the recent BOR decision further widens the gap between the level of compensation of high-level administrators and that of faculty and staff as the last time an across-the board raise was given to faculty and staff was in January 2019, which was a 2% cost-of-living raise with an additional 2% pool distributed as merit pay and this was after several years of, at most, minor compensation increases of up to 1% that were outpaced by increases in cost of living;

Whereas these incremental raises have done little to address salary compression and other inequities for faculty and staff and in the meantime, top administrative salaries have continued to grow; and

Whereas the increase in President Caboni's salary during the current COVID-19 crisis comes in the wake of a resolution by the Board of Regents in their December 2020 meeting recognizing that "the Faculty and Staff, acting in the best interest of students, made personal and professional sacrifices to ensure the continuity of the WKU experience" and that the "Faculty and Staff continue to exemplify the WKU spirit by exhibiting leadership, guidance, compassion, and flexibility in keeping the education and welfare of the students as their top priority," it is time to bring WKU's budgetary priorities in line with these words; now, therefore be it

Resolved, that the Western Kentucky University Faculty Senate stands in solidarity with our AAUP colleagues in this statement and:

1. urges budgetary prioritization for compensation increases to bring faculty and staff salaries up to benchmark levels and to fully resolve internal pay disparities, including salary compression and gender and racial inequities;
2. urges anchoring any and all raises for administrators to a percentage of those of faculty and staff (even though this still allows for greater gains to higher paid administrators); and
3. urges transparency in budgetary planning and decision-making pertaining to salaries, including a release of information gathered by the staff and faculty compensation committees (including the compensation study directed by Sibson Consulting/Segal that began in Spring 2019) and any information related to the recent presidential raise decision by the BOR.

Other information:

1. Based on data for benchmark institutions, faculty salaries for all ranks combined stand at approximately 88% of the median, whereas President Caboni's new salary stands at 100% of the median for presidential salaries.