

## **Joint Resolution of the Budget & Finance and Faculty Welfare & Professional Responsibilities Committees**

March 28, 2022

### **Resolution to the Budget Executive Committee**

Whereas, over the past decade faculty have received less than 1% pay raises per year on average, which is far less than the concurrent rate of inflation,

And

Whereas, the recent 1.5% across-the-board pay raise falls well below the current rate of inflation as represented by the CPI (Consumer Price Index) and other objective measures, thus causing a significant loss in effective income and purchasing power,

And

Whereas, current market conditions for attracting qualified new faculty exert increasing pressure on internal salary compression, with the result that new faculty often earn more annually than senior faculty colleagues,

And

Whereas, Provost Fischer recently stated that approximately \$3,000,000 would be necessary to bring all WKU faculty salaries to at least the 90<sup>th</sup> percentile of the median within established pay bands indicated in the Segal presentation of 21 March 2022,

Be it resolved that the Budget Executive Committee allocate a minimum of \$3,000,000 in the 2023 budget for this purpose.

In addition, be it resolved that the Budget Executive Committee immediately create a strategic plan to address and rectify the problems of internal compression to be implemented beginning in FY 2023.