



University of Washington
FACULTY SENATE
Box 351271

Class C Bulletin No. 418

**Resolution Concerning Endorsement
Of SCPB Recommendations**

Class C Resolution adopted at the May 2, 2000, Faculty Senate Meeting

BE IT RESOLVED that the Faculty Senate endorses the April 22, 2002 recommendation of the SCPB.

**2002-2003 Faculty Salary Recommendation from the Senate
Committee on Planning and Budgeting.**

The SCPB affirms the central commitments of the University of Washington to student access and institutional quality.

Within the current budget shortfall, student access is best supported by providing increased student aid to mitigate tuition increases currently under discussion.

Given the quality of the university is determined by the quality of the faculty, the strength of the institution is best maintained by honoring the faculty salary policy.

Were we not facing a \$21 million budget gap, it would be desirable to put additional monies toward program and deferred maintenance investments in excess of what is already budgeted. But the present context, increased expenditures are simply not possible if these compromise either student aid or faculty salaries.

When the current faculty salary policy was adopted, the provost underscored the intent not to balance the budget on the backs of faculty, but rather to “give absolute priority to career progression and promotion” and “priority to continuous meritorious faculty especially in very lean years.”

- Given that faculty salaries are 15% below peer average (25% when corrected for cost of living),
- Given the anticipated increase in the cost of benefits,
- Given the serious decline in faculty morale,
- Given that \$2.8 million appropriated by the legislature for recruitment and retention (R&R) was vetoed by the governor,
- Given that we do not foresee a rapid turn-around in the state’s economy such that loss of increases in one year would be quickly recouped in the subsequent biennium,

- Given that the faculty salary policy was carefully developed through joint governance to address precisely the current circumstance,
- And having carefully reviewed the current budget situation, including possible new investments of all types,

The Senate Committee on Planning and Budgeting (SCPB) confirms that the University of Washington should honor the current faculty salary policy (including funding 2% raises for continuing meritorious faculty, 7.5% increases on promotion, and funding of salary floors) and that similar raises should be provided to TAs/RAs, staff, and librarians. In addition, the SCPB recommends that some additional funds be allocated for an R & R pool.

Our recommendation for balancing the budget includes two highest priorities:

- Student Aid
- Salaries

After having carefully reviewed the budget, we have concluded that the university has the means to fund both of these.

Approved by:
Senate Executive Committee
April 22, 2002

Approved by:
Faculty Senate
May 2, 2002