



University of Washington  
FACULTY SENATE  
Box 351271

**Class C Bulletin No. 499**

**Resolution regarding  
Faculty Salary Policy  
May 20, 2010**

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*Whereas*, the Board of Regents and the President remain committed to the achievement of fully competitive compensation for our faculty; and

*Whereas*, continuing faculty at US research universities have on average experienced 4-5% annual salary increases for a period of several decades; and

*Whereas*, it is presently anticipated that most of the faculty at the University of Washington will receive a 0% salary increase during each of the 2009-10 and 2010-11 academic years; and

*Whereas*, the most recently available data reveal UW faculty salary levels on average significantly to lag our peers, a situation which we risk further compounding in each year when merit raises are suspended; and

*Whereas*, Executive Order 64 contains a funding caution that warns that without the influx of new money or in the event of decreased State support, a reevaluation of the Faculty Salary Policy may prove necessary; and

*Whereas*, it is not now clearly established whether the institution will be without new money or experience decreased State support during the 2011-2013 biennium,

*Now therefore be it resolved*, that:

We strongly oppose the extension at this time of Executive Order 29 suspending the requirement of 2% merit pay increases through the first year of the 2011-2013 biennium, and recommend that the matter be reconsidered after the 2011-2013 biennial budget is better understood, and that the Faculty Senate be given ample opportunity for substantive input into any consideration of suspension or reduction of merit pay increases at that time.

Approved by:  
Faculty Senate  
May 20, 2010