

**RESOLUTION TO THE UTK FACULTY SENATE  
BASED ON THE 2010-2011 FACULTY SENATE LIVING WAGE STUDY**

---

**Approved by the 2010-11 Faculty Senate Budget and Planning Committee  
for consideration by the Faculty Senate on September 19, 2011**

**WHEREAS**, the UTK Faculty Senate has advocated for a living wage since March 2001, and

**WHEREAS**, the 2005 Faculty Senate Wage Study Task Force “A Study of the Wage Structure and Labor Policies of the University of Tennessee, Knoxville, 1975 – 2005” showed that the campus had made progress in lessening the number of full-time workers who fall below a living wage, and

**WHEREAS**, the 2010-2011 Living Wage Report compiled by the Budget and Planning Committee documents additional progress, while identifying several issues and challenges, including evidence that 23% of our current full-time workforce fall below a living wage, and

**WHEREAS**, every UTK worker deserves a wage that does not qualify them for public assistance and allows them to support their families without having to take a second job, and

**WHEREAS**, the university and the community are best served when all of our employees earn wages that foster institutional loyalty and permit a work/life balance, allowing them the time to spend with their families and to participate in community and civic life,

**THEREFORE, BE IT RESOLVED** that the UTK Faculty Senate advocates the following:

1. Commend the University for progress made over the past decade in addressing the needs of our lowest paid workers and encourage the University to remain committed to this effort.
2. Reaffirm support for a living wage of \$12.02/hour plus benefits for all UTK exempt and non-exempt employees.
3. Work with campus and system administrators and the Compensation Advisory Board to develop and recommend a multi-year plan to close the salary differential for all positions that fall below market rates as well as to achieve a living wage for all full-time staff and faculty.
4. Require food service and cleaning contractors to pay the UT minimum hourly wage and to provide wage and benefit data to the university as a condition of future contracts.
5. Work with campus administrators to develop a multi-year plan to have all campus custodial work performed by UT employees as part of our Top 25 initiative.
6. Charge the Faculty Senate Budget and Planning Committee to continue to monitor the University’s pay structure regularly and to present a Living Wage Report every five years.