

RESOLUTION TO THE UTK FACULTY SENATE BASED ON THE 2011-2012 FACULTY SALARY STUDY

WHEREAS, the University of Tennessee, Knoxville has set a goal of being a Top 25 Public University, and

WHEREAS, the Faculty Salary Study provided by OIRA documents that overall UTK faculty salaries, while remaining well below those at Top 25 Public Universities based on the 2011-12 Faculty Salary Study, have improved from 86% of this comparison set in 2010-11 to 88% in 2011-12, and

WHEREAS, in some colleges salary growth failed to outpace that of other institutions, leaving UTK faculty salaries at or below 85% of the average of Top 25 Public Universities, and

WHEREAS, competitive compensation is critical to enabling UTK to attract and retain outstanding faculty with the ability to advance the university towards its goals,

THEREFORE, BE IT RESOLVED by the UTK Faculty Senate that:

- 1.** We applaud the efforts of Governor Haslam, the UT Board of Trustees, President DiPietro, and Chancellor Cheek to fund significant salary growth in the last two years which has begun to reduce the gap between UTK salaries and those at institutions with which we compete for the talent required to progress toward our goals.
- 2.** We believe that the salary growth of the last two years must be the first steps of a sustained effort to achieve annual growth that exceeds that of other top universities if we are to offer the compensation necessary to be successful in attracting and retaining a faculty consistent with our aspirations.
- 3.** We encourage Chancellor Cheek to discuss with the Senate his plans for prioritizing funding of salary growth across the university, including addressing the challenge in fields for which growth at other top universities is rapid and UTK salaries currently are well below others in the market.