

## **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 such as Communication, Law, and Nursing, salary growth failed to outpace that of other institutions, leaving the 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 recommend that the Chancellor address the challenge of colleges such as Communication, Law, and Nursing where 4-5% annual salary growth may be inadequate to close the large gap between UTK salaries and those at other top universities.