

**RESOLUTION TO THE UTK FACULTY SENATE BASED ON THE  
2017- 2018 FACULTY SENATE LIVING WAGE STUDY**

For consideration at the March 7, 2018 Faculty Senate Meeting

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

WHEREAS, Faculty Senate Living Wage Studies in 2005, and 2010-11, have showed that the campus has made consistent progress in lessening the number of full-time workers who fall below an inflation adjusted living wage, and

WHEREAS, the 2017-2018 Faculty Senate Living Wage Study documents additional progress, while identifying several issues and challenges, including evidence that 455 of our current full-time workforce fall below a living wage, with 770 falling below 133% of the Federal Poverty standard for a family of four; 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) The University should be commended for its progress in increasing the wages of the lowest paid workers as well as insourcing many custodial workers who were previously employed by GCA. We also applaud the campus administration's stand on refusing to outsource facilities workers' jobs, and urge the administration to continue to be vigilant and resist other such efforts that would diminish worker pay, benefits, and security. The improved appearance and morale of the campus can be attributed to this development.
- 2) The university should recognize that despite the progress that has been made, a continued emphasis on improving compensation for the lowest paid workers should be a priority. Currently 455 full-time employees make below the target living wage of \$13.48/hour plus benefits (with longevity), and 770 employees falling below the higher goal of \$15.73/hour plus benefits (with longevity) based on 133% of the Federal Poverty Standard. Efforts should be made to increase the minimum hourly wage and to use minimum across the board raises for all workers as was done during some previous years.
- 3) The university should continue to develop mechanisms to support low wage workers, possibly expanding the categories of sliding scale for employee parking tags and other methods.
- 4) The Faculty Senate should continue to repeat the living wage study at least every 5 years.

[2017-2018 Living Wage Report](#)  
[2010-2011 Living Wage Resolution](#)