

Faculty Senate Routing Form  
(action/proposal attached)

I. Item Title: Resolution to Adjust Tenure Track Promotion Salary Increases to 2018 Level

a) Brief Description: Faculty Senate proposes a retroactive increase for tenure track faculty members who have been promoted to associate and full professor at earlier (sometimes egregious) lower levels to the present 2018 levels.

b) Initiated by: FAC \_\_\_\_\_

II. Faculty Senate Action: ☒ approved ☐ not approved ☐ other date: \_\_\_\_\_

Comments: \_\_\_\_\_

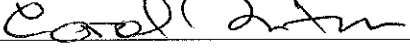
Vote: ☐ Voice Vote, Unanimous ☐ Voice Vote, Majority In Favor  
☒ Vote by Ballot: 27 Ayes 1 Nays 0 Abstentions

FS Secretary signature:  date 4-26-18

III. Provost: ☐ for information ☒ Recognition of Receipt  
☐ for action..... ☐ approved ☐ not approved

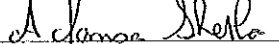
Comments: \_\_\_\_\_

Person responsible for Implementation: \_\_\_\_\_

Provost signature:  date 4/27/2018

IV. Chancellor: ☐ for information ☒ Recognition of Receipt  
☐ for action..... ☐ approved ☐ not approved

Comments: \_\_\_\_\_

Chancellor signature  date 4/30/18

Once finalized copies will be returned to the Provost Office's representative who will scan and distribute electronically to:

Chancellor

Provost

Chair of Faculty Senate

Secretary of the Faculty Senate

Associate Provost (for catalog and handbook)

Associate Dean of Graduate School (for catalog)

Others (i.e. person responsible for implementation)

## Resolution to Adjust Tenure Track Promotion Salary Increases to 2018 Level

Whereas, the Faculty Senate recognizes that salary compression across tenure track ranks has been and remains widespread and pernicious; and,

Whereas, the WCU 2020 Plan lists one of its priorities as "Invest in Our People", which emphasizes that "excellent faculty and staff are prerequisites for the fulfillment of Western Carolina University's mission"; and

Whereas, salary compression negatively affects WCU's ability to retain faculty, to recruit new faculty (whose long-term salary prospects may be a deterrent to accepting our offers), and to maintain good faculty morale; and

Whereas, while administration continues to work on salary compression each year, the burden of addressing compression often falls on department heads who have to carve out funding from merit pay or other sources to do so; and,

Whereas, the recent, positive administrative decision to enhance salary increases related to promotion to associate professor and full professor inevitably complicate the issue of salary compression by allotting more junior faculty higher increases than more senior faculty;

Now, therefore, be it resolved, that the Faculty Senate proposes a retroactive increase for tenure track faculty members who have been promoted to associate and full professor at earlier (sometimes egregious) lower levels to the present 2018 levels,

Because the Faculty Senate appreciates administration's prior efforts in this direction and recognizes the considerable financial cost involved in the increases described in this resolution, the Faculty Senate therefore suggests the following steps toward the proposed increases:

1. A study to determine the cost of the retroactive increases, and the impact on salary compression for tenure track ranks, if these retroactive increases could be achieved;
2. A reasonable timeline, perhaps over as many as five years and responsive to state financial restraints, for implementation or partial implementation;
3. A clear process toward full implementation as determined by the Provost Council and Chancellor in consultation with the Chair of the Faculty;
4. Periodic reports from the Provost to the Senate on implementation progress.