

Motion:

- 1) The Faculty Senate recommends that the following minimum wage requirements be enacted:

Professor -- (\$54,000)

Requirements: terminal degree, tenure, and 15 years of EKU service

Associate Professor -- (\$45,400)

Requirements: terminal degree and tenure

Assistant Professor -- (\$36,800)

Requirements: terminal degree

Instructor -- (\$27,100).

- 2) This minimum would be implemented after determining the current faculty member's contract at 3 percent (50 COLA raise/50 merit).
- 3) Funds to implement this policy should be provided through the "Faculty Salary Equity Pool" proposed in the current budget at an allocation of \$50,000.
- 4) Additional funding (approximately \$30,000) should be added to this pool by
 - A) requesting \$30,000 from the "Action Agenda" fund which is subject to CPE approval, or
 - ~~B) limiting the three percent raises of all EKU personnel holding tenure/faculty rank to no more than \$2,100. The amount the faculty member would have received beyond the \$2,100 amount will be added to the "Faculty Salary Equity Pool."~~
- 5) After this minimum wage policy has been implemented, any remaining funds should be held for either resolving other salary inequities as specified by a university wide salary equity policy when approved by the EKU faculty senate or for continued implementation of this policy in the budget period of 2002-2003.

Justification:

- 1) Salary inequities currently exist across several areas of the university. This policy will resolve inequities that exist at the minimum wage end of the salary continuum.
- 2) If this policy is followed during current and future faculty contracts, the salary inequities that exist at the minimum wage end of the salary continuum should cease to exist.
- 3) Either requesting \$30,000 from the "Action Agenda" fund which is subject to CPE approval, or limiting raises is necessary because the proposed funding for faculty salary inequities can not resolve the inequities that occur at the minimum wage end of the salary continuum, and will not allow the establishment of the proposed minimum wage for faculty.