Whereas: Higher Education is faced with increased pressure to be financially viable at a time when recessionary influences require creative solutions, and

Whereas: The current system of a 50/50 division of across the board/merit salary increases exacerbates faculty equity issues by not maintaining current base pay at market rates as reported by CUPA’s National Faculty Salary Survey, and

Whereas: The merit increase system has been influenced by the University’s ability to pay and as budget dollars become tighter the traditional merit reward system will undergo a thorough review.

We Move: The Faculty Senate of Eastern Kentucky University adopt these recommendations as a short-term approach to faculty compensation for a period of two years, 2002-2004.

A. The University shall replace the current 50/50 division of the across the board/merit pay system with a general increase-Cost of Living Allowance based on the National Consumer Price Index. Any remaining funds allocated for salary increases should then be used to address merit pay.

B. The University shall provide a pool of money each year to address salary equity issues based on CUPA data.