The Faculty Senate Ad Hoc Compensation and Benefits Committee proposes that the Faculty Senate adopt the following motion in lieu of the Minimum Wage Motion which passed the Faculty Senate last April:

The Faculty Senate recommends that individual faculty salaries for 2001-2002 be brought up to a minimum of 80% of the average salary (based on discipline and rank) as defined by the 2000-2001 CUPA (College and University Professional Association for Human Resources) National Faculty Salary Survey of our benchmark institutions.

Rationale:

> With CUPA being used for new hires on this campus, this allows for a more consistent approach to all faculty salaries.

> Using the CUPA data is more legally defensible due to being data driven and it presents a consistency in figuring salaries.

> This proposal is the most practical use of the available funds for this fiscal year, $50,000.00.

> This proposal moves Eastern Kentucky University closer to a desired market driven compensation plan.

> This proposal is more reflective of market-based salaries according to discipline and rank.

> This proposal does not increase inequities by creating more salary compression problems.

FOR YOUR INFORMATION

Minimum Wage Motion passed last April:

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 experience
   > 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% (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 requesting $30,000 from the “Action Agenda” fund, which is subject to CPE approval.

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.