

2007 Open Budget Hearings: The Faculty Request

1. Merit raises should be distributed to faculty only after cost of living adjustments have been issued. This is a good year for a COLA from management's perspective, since the Consumer Price Index went up only 2.5% in 2006 (Dec.-Dec.). In the two years before that, the CPI went up 3.3% and 3.2%.* Over the last three years, then, prices have gone up 9.5% while faculty salaries have risen, on average, by half that amount.
2. If the Governor's proposed budget for higher education comes to pass (1% across-the-board raise with 2% one-time merit bonus), we request that the 2% bonus be divided into equal parts and distributed to all full-time faculty who have annual EDO ratings of Merit or above for 4 of the past 5 years.
3. In the event the university receives a 5% increase for faculty salaries, we request that 3% be distributed across the board to all faculty with EDO ratings of Merit or above for 4 of the past 5 years. The remaining 2% should be distributed as Merit pay, using the formula employed by UTC for the past two years.



We continue to adjust for compression. To prevent faculty from losing ground to our colleagues at peer institutions compression adjustments will require a commitment of \$450,000 for each of the next five years. To catch up with CUPA averages would require \$950,000 per year for four years. All compression monies are to distributed using the formula developed last year by the EC Committee. This is a formula similar to that used to distribute the compression funds of \$50,000 this year, for which the faculty is very grateful.

5. No adjunct faculty member at UTC to make less than \$2,000 for teaching a 3 hour class.
6. All promotions from Assistant to Associate to be rewarded with a 10% increase in base salary instead of the current \$2,000.
7. Travel funds to be restored to their pre-2002 levels, with \$500 reserved for each full-time faculty member

*Source: US Bureau Labor Statistics (<http://www.bls.gov/cpi/>)