

**A RESOLUTION ON FACULTY AND STAFF COMPENSATION INCREASES AND  
COMPENSATION POLICY (05/2)**

- Whereas, Article IX of the Faculty Code states that “The regular, active-status faculty shares with the officers of the administration the responsibility for the effective operation of the departments and schools of the University as a whole...[and] participates in the formulation of policy and planning decisions affecting the quality of education and life at the University”; and
- Whereas, the quality of education and life at the University is inextricably linked to the quality of the faculty and staff which form its core, and compensation policy is crucial to maintaining that quality; and
- Whereas, in recognition of this link between personnel and University quality, the administration has repeatedly expressed support for Faculty Senate Resolution 87/1, which calls for the University to “make annual increments to faculty salaries designed to achieve as soon as possible, and to maintain, for all ranks ... [the] 80<sup>th</sup> percentile” and “for all ranks in each school and college no less than ... [the] 60<sup>th</sup> percentile” on the American Association of University Professors’ scale for Category I institutions; and
- Whereas, the May 9, 2005 presentation by the Executive Vice President and Treasurer has clearly demonstrated that the University has fallen unacceptably behind in this commitment for most of the academic ranks; and
- Whereas, the University faculty has been largely excluded from any of the planning decisions that have led to the University’s current financial circumstances~~this unfortunate set of circumstances~~; including, among other factors:
- a) rapid increases in the University’s total debt and debt-to-endowment ratio;
  - b) rapid growth in the University’s enrollment without corresponding increases in its full-time faculty or its classroom inventory;
  - c) heavy reliance on tuition revenues due to endowment management performance and fundraising efforts that have lagged behind many of the University’s peer institutions; and
- Whereas, at the May 9, 2005, special Senate meeting, faculty and staff were presented with a proposal which seeks to (1) defer their compensation increase by six months – for the 3<sup>rd</sup> time – and (2) change the date on which salary increases are awarded to a calendar-year rather than an academic-year basis; and
- Whereas, the administration’s justification for the salary deferral is based on questionable assumptions; and
- Whereas, the Faculty Senate is not persuaded by the administration’s position that the University’s fiscal situation does not permit an allocation of an additional \$2.2 million to compensate faculty and staff at a 4% annual level, rather than the proposed 3%, given an over-all University budget of approximately \$400 million; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That the Faculty Senate Committee on Fiscal Planning and Budgeting and the administration jointly develop, for presentation to the Senate no later than the December, 2005, Senate meeting, a three-year plan for attaining the 80<sup>th</sup> percentile goal (and for ensuring that each school is above the 60<sup>th</sup> percentile), with semi-annual reports to the Faculty Senate which are to specify (1) progress toward attaining those objectives, and (2) the expected average faculty and staff salary increases for the upcoming academic year; and
2. That the University administration be directed to be more transparent, on an ongoing basis, with the Fiscal Planning and Budgeting Committee with regard to the University's fiscal situation to ensure that the faculty is not presented with subsequent fiscal deficits for which they and the staff will be expected to sacrifice without having been involved in the fiscal planning; and
3. That the Board of Trustees be requested to invite the Chair of the Senate Committee on Fiscal Planning and Budgeting to serve as an ex-officio, non-voting member of the Board of Trustees Committee on Finance & Audit; and
4. That the Faculty Senate unequivocally *opposes* any compensation plan that would defer annual salary increases for staff and faculty, regardless of the questionable possibility that greater increases might accrue to some individuals in the long-term ; and
5. That the Faculty Senate recommends an average compensation increase of no less than 4%, effective July 1, 2005.

Executive Committee of the Faculty Senate  
May 12, 2005

Adopted, as amended, May 13, 2005