

To: ECU Faculty Senate

From: The ECU Chapter of the American Association of University Professors (brought by Senator Nancy McKenney on behalf of the AAUP)

Date: April 5, 2010

The ECU Chapter of the AAUP requests that the Faculty Senate adopt the following motion at its meeting on April 5, 2010:

MOTION:

Whereas the foremost mission of Eastern Kentucky University is the instruction of students enabling them to successfully complete degrees and become productive citizens and,

Whereas the hiring, retention, and continuing professional development of excellent faculty is the absolutely essential component for realizing this mission,

We ask President Whitlock to initiate clear plans for accomplishing the following:

- 1) Bring ECU salaries into parity with those at ECU's benchmark universities (preferably through across the board increases) so that Eastern's faculty compensation is no longer below average.
- 2) Address the imbalance in the ratio of administrators to faculty in ECU's budget to recognize the primacy of faculty.
- 3) Increase faculty compensation for work-related activities, including, but not limited to, travel and registration for conference attendance that is either for professional development or for the presentation of research.

RATIONALE:

At the February 5, 2010 open forum jointly sponsored by the AAUP and the Faculty Senate, it was made very clear that current faculty salary levels are harming the university's ability to hire and retain the best faculty. One of the most startling pieces of information was the fact that the Dept. of History recently lost a relatively new faculty member, not to another university, but to a high school where that faculty member will be making a salary \$10,000 higher than that at ECU. Although the current economic climate is quite problematic, nonetheless, improvement of faculty salaries and compensation needs to become a priority in ECU's strategic and financial planning.