

Motion Form

Maker: Senator Bob Yates
Date: May 12, 2010

Second: Senator Davie Davis

Proposal regarding Promotion/Salary Increase

One of the most important terms of employment all faculty consider in accepting a tenure-track position is the tenure and promotion policy, which includes the change in base salary that occurs with promotion.

Salary increases resulting from an individual faculty member's promotion in rank are fundamentally different from the across-the-board percentage raises that apply to all full-time faculty. Increases based on promotion result from achievements that require extraordinary time and effort, and may represent considerable financial and personal sacrifice.

Historically, salary increases for promotion have been, and are, part of an implicit agreement between the university and the faculty member. Besides violating the good faith of this understanding, the damage to base salaries would negatively affect individual careers for years. Such an action would lower the morale of all faculty, not just those directly affected. It would also make the recruitment and retainment of new faculty exceedingly difficult.

We, the Faculty Senate, recognize that UCM is facing an uncertain financial future. However, the Faculty Senate finds conjectures regarding specific budgeting possibilities made by individual members of the Board of Governors outside the formal channels of budget development to be an unfortunate usurpation of the University's institutional processes for making policy. The Faculty Senate also finds these conjectures, unconstrained by UCM's budgeting process, raise concerns regarding promotion-based salary increase for all other UCM employees. We are deeply disturbed that members of the Board of Governors would even consider denying our colleagues who have earned promotion the appropriate salary increase. We believe that such an action should be considered only after all other options have been implemented.

For: Unanimous Against _____ Abstain _____

Result: Passed X Defeated _____

Motion # 2010-2011-03