

**A Joint Resolution on Faculty and Staff Compensation (SR-19-02)**

**University of Houston-Downtown Faculty Senate (passed 11/5/19)**

**University of Houston-Downtown Staff Council (passed 11/5/19)**

Whereas faculty and staff are integral and central assets to UHD, without which the university cannot function;

Whereas the failure to consistently recruit and retain excellent faculty diminishes the quality of UHD's teaching, research, and service, and unduly burdens the existing exceptional faculty who strive to further the mission and vision of the university;

Whereas the recruitment, retention, and development of qualified and experienced staff is instrumental in building a culture of student success, and the inability to do so makes it less likely that UHD will meet the goals established in the university's strategic plan, continue its growth as reflected in the UH System Progress Card, and contribute to the state's goals set out in Texas Higher Education Coordinating Board's 60x30 plan;

Whereas both the 2019 and 2017 UHD Faculty Climate Reports found that two-thirds of the faculty, and a majority of all ranks, felt they were not adequately compensated for their work;

Whereas in the absence of a merit pool, the expenditure of considerable time and effort on the part of both UHD faculty and staff in composing annual review reports and staff evaluations which are mandated in policy, may represent an undue burden and the assignment of scores linked to a merit pool is not justified;

Whereas the recent announcement by the President of UHD of a 2.5% merit pool for faculty and staff effective late 2019, along with future planned adjustments for CUPA and compression, is well received by UHD Faculty Senate and Staff Council as a valuable step forward in addressing these issues;

Now, therefore, be it resolved, that the President and Provost of UHD take under advisement the following proposals from the UHD Faculty Senate and UHD Staff Council, which are intended to begin to alleviate the long-running low levels of compensation at UHD:

1. That a merit pool for full-time faculty and staff raises of at least 3% be prioritized in UHD's budget cycles moving forward;
2. That any UHD full-time faculty or staff salaries lower than the disciplinary CUPA of our peer institutions (in the case of the College of Business, AACSB accredited institutions) be brought to equivalence by 2022;
3. That UHD Staff Council leadership and the UHD Faculty Senate executive committee be provided status reports, and be informed on progress toward the above proposals.