

## FACULTY SENATE RESOLUTION: FACULTY SALARIES & MERIT PAY

WHEREAS the University of Houston–Downtown (UHD) is committed to academic excellence, student success, and equitable compensation practices that attract and retain high-quality faculty;

WHEREAS, the number of tenured/tenure-track faculty have remained relatively constant at 250 +/- 10% over the last decade while faculty responsibilities have grown in areas of research, service, and student support;

WHEREAS faculty salaries at UHD have consistently lagged national benchmarks, including CUPA averages, for over two decades and predates the current structural budget deficit by at least a decade;

WHEREAS, the UHD administration proposed and presented a three-year plan to raise faculty salaries to appropriate national benchmarks in the 2021-2022 academic year, but this goal has yet to be achieved;

WHEREAS, Faculty have received a cumulative merit raise of only 5% over the last four years; while cumulative executive-level salary growth has significantly outpaced this figure in the same time frame;

WHEREAS, UHD has established item D1 of the 2022-2027 UHD Strategic Plan to “Establish funding mandates in the budget planning process that produce competitive salaries for faculty and staff”;

WHEREAS university leadership has prioritized national searches to attract top administrative talent to increase the number of executive administrators and invested in executive salaries during a period of ongoing structural budget challenges;

WHEREAS, according to the findings of the recent UHD faculty morale survey, paying faculty more competitive wages would boost morale, could bolster trust in the UHD administration, and would improve retention of high-quality faculty at UHD;

THEREFORE, be it resolved that the UHD Faculty Senate requests the administration engage faculty in the spirit of shared governance to develop a roadmap to meet item D1 of the UHD

Strategic Plan (addressing CUPA, salary compression, and gender and ethnicity disparities) to raise faculty salaries to meet national benchmarks inclusive of regular and substantive merit raises annually for faculty.

BE IT FURTHER RESOLVED that the UHD Faculty Senate recommends the establishment of an annual merit-based salary increase process—integrated into the university’s long-term budget planning—so that faculty can rely on regular, performance-driven raises as a standard and sustainable component of institutional compensation policy.

BE IT FURTHER RESOLVED that UHD’s approach to salary equity be guided by its mission to serve students through instructional excellence and institutional integrity, and that faculty compensation be addressed as a key factor in both.

BE IT FURTHER RESOLVED that the Faculty Senate recommends a temporary pause on new administrative hiring above the level of dean and a transparent and comprehensive review of current administrative compensation trends until faculty compensation goals are measurably addressed.

BE IT FURTHER RESOLVED that the UHD Faculty Senate requests a collaborative partnership with UHD administration on this issue to ensure transparency, regular communication, and the broad inclusion of UHD faculty in analyzing the data from and planning strategic responses to any future faculty salary studies. The Senate further supports addressing the institutional structural deficit in tandem with the administration in a transparent, trustworthy, and responsible manner.

BE IT FURTHER RESOLVED that UHD Faculty Senate requests the administration, as an act of good and reasonable faith toward the above concerns, introduce and enact a merit pool of at least 2% at the beginning of the fall semester of 2025.

BE IT FINALLY RESOLVED that UHD Faculty Senate requests the administration to reply to the Senate in the affirmative to this resolution no later than 5/20/25.