

Faculty Salary: Your Voice

A survey conducted online by the CBE College Council from April 27 to May 4, 2023

From the Faculty Senate (4/25/23):

Deans and chancellors of each school/college/campus can choose one of two options for pay raises this year:

- Option A: a 4% across-the-board increase for all "meritorious" faculty.
- Option B: a 3% across-the-board increase for all "meritorious" faculty plus a 1% "unit adjustment" pool. For option B, many faculty would receive a 3% increase, and some faculty would receive a total increase of 3.5 to 13% based on performance or salary inequity (including compression).

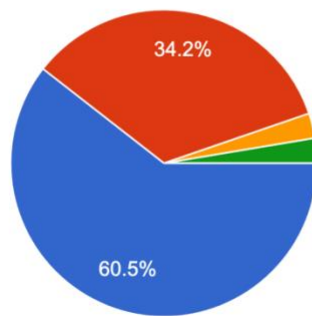
Deans and chancellors must consult with elected faculty councils before making the choice of A or B.

Faculty can have a voice by contacting the elected faculty council as soon as possible. Please provide your opinions below.

Survey Results (n = 38)

Which of the options do you prefer?

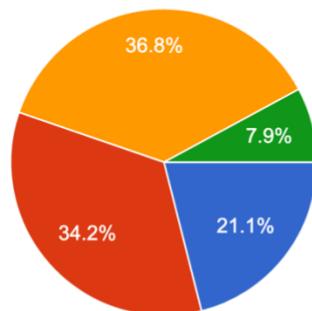
38 responses



- Option A: a 4% across-the-board increase for all "meritorious" faculty.
- Option B: a 3% across-the-board increase for all "meritorious" faculty plus a 1% "unit adjustment" pool.
- No opinion
- 3% for all; 1% according to "cumulative merit" per Faculty Code

If the College went with option B, should the 1% pool be distributed based on performance or inequity (including compression)?

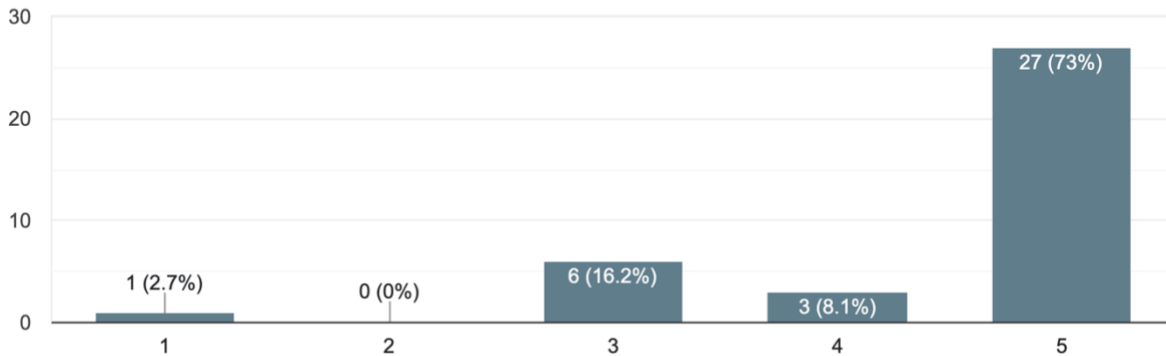
38 responses



- Performance
- Inequity (including compression)
- Both
- No opinion

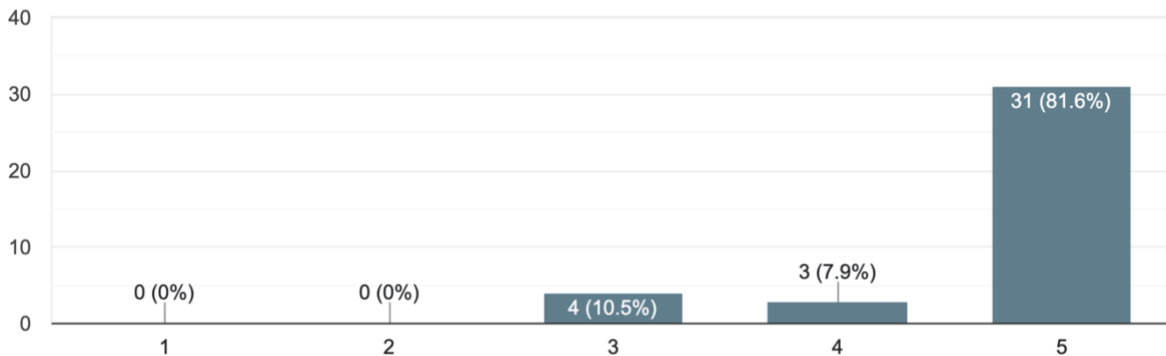
CBE should invest more resources to address the issues of inequity and compression in faculty salaries and cost of living adjustment?

37 responses



UW should invest more resources to address the issues of inequity and compression in faculty salaries and cost of living adjustment?

38 responses



You are welcome to provide any comments and/or suggestions including the overall amount of salary increase.

I'm in favor of Option B and with a higher emphasis on performance for the 1% pool. But before we do give additional merit raises the performance criteria should be clear. I also do think that the university and college should invest more issues on inequity but I don't think this should be considered as a part of the review for "meritorious" faculty. The issue of inequity in salaries is a separate issue from this process and should be handled/fixed separately. I also am concerned with the base raise of 3% not being sufficient for the extremely high and pinching cost of living adjustment we are facing, especially in Seattle.

When salaries become compressed and raises don't happen for years, and when they return, don't even keep up with inflation, yet expectations for productivity continue to rise, the administration should not be surprised by the level of frustration expressed. What other workplace hires new inexperienced employees at higher salaries than those who have enriched the institution and its mission for years/decades, and whose experience and expertise and service is needed to mentor these new hires?

We learned recently that Teaching Associates will no longer be eligible for benefits. The compensation for part-time lectures/teaching associates is already dismal, it's hard to fathom that those positions would have even less benefits! Advocating for part-time lectures/teaching associates may be beside the topic of this survey, but it feels worth mentioning. I hope that all folks receive a 4% increase - as the cost of living has surely surpassed that threshold! Good luck!

The last two questions are unclear. Inequity and compression (which are not clearly defined and only applies to some people) are different than cost of living (which is clearly defined and applies to everyone). These two concerns should be separated in determining what CBE/UW should do. In my department, there are no established criteria for evaluating faculty performance. Therefore, Option B is a problematic choice.

The salary compression is tangible, real and effecting everyday life. As a family of four, finances are extremely tight - and significant change is needed in the salary structure. 4% should go to all - but should be recognized as effectively a pay decrease, given inflation.

The college appears to be so admin heavy; and we know that admins are paid way better than faculty. Could this be the reason why faculty salaries have stagnated for so long? It's disheartening to be reminded ever so often that our labor is so undervalued.

The issue of cost life adjustment is one that cannot be resolved at local level. Instead, it is one that should be accepted by the University's central administration and advocated with the Board of Regents and the State.

I selected option B, but I have reservations about the process that will determine the usage of 1%. Open discussions should occur within each department between faculty and chair.

Faculty salaries (CBE) are low; the rate of increase does not catch up with inflation. Our salaries are getting lower in reality. The college should take action.

Due to the lack of transparency and favoritism in some departments option B will continue the inequity issues and therefore it is a bad option,

Our salaries lag behind similar departments at leading peer institutions.

NA