

## DRAFT

### RESOLUTION ON DISPROPORTIONATE ADMINISTRATIVE RAISES

WHEREAS, The recently completed **Faculty Senate Finance Committee 2009 Salary Report** (hereafter referred to as the Salary Report) represents the most complete analysis of raises given over the past two years;

WHEREAS, The Salary Report clearly **establishes** that the number and magnitude of raises given to administrators at Clemson is disproportionate to the total numbers of raises given above **established State** guidelines;

WHEREAS, **The administration has** justified **many** administration **raises** as a result of changing job duties;

WHEREAS, **The administration has hired many new administrators at very high** starting salaries;

WHEREAS, **The administration** has justified this disproportionate allocation of resources **due to** comparison **with** our peer institutions and Clemson's quest for top-twenty status;

WHEREAS, **The administration has failed to adequately** justify and explain these disproportionate **starting salaries and** raises especially at the highest levels of the Clemson administration; and

WHEREAS, **Results of the Faculty Senate 2009 Faculty Survey indicate that faculty are extremely dissatisfied with the disproportionate higher administrative raises compared to faculty and staff salary raises which impacts University morale and harms the well-being of the institution;**

**RESOLVED**, That the Clemson University Faculty Senate strongly disapproves of the Clemson University Administration for the lack of thought and consideration **regarding how** these disproportionate raises would be viewed and received by the Clemson faculty **and staff; the State** Legislature and the general public;

**FURTHER RESOLVED**, That the Faculty Senate strongly disapproves of the lack of thought and consideration the Clemson Administration has given to the effects of these disproportionate raises on the morale of the institution or how such raises would be viewed and received by the Clemson faculty, staff and larger community;

**FURTHER RESOLVED**, That the Faculty Senate reconstitute the **Budget Accountability Committee (established in 1997)** to review Clemson University's financial situation to identify concerns and develop recommendations that can be addressed by the Faculty Senate, the Provost, and the Chief Financial Officer. The Committee will provide periodic reports of its work to the Faculty Senate; and

**FURTHER RESOLVED**, That the Clemson University Faculty Senate and the Clemson University Administration, in a spirit of shared governance, work to rebuild the trust that has been lost due to this inequity in resource allocation and work to insure that financial resources be allocated more equitably and with greater fiscal transparency in the future, **by instituting the Recommendations presented below.**

## **RECOMMENDATIONS**

In the spirit of shared governance and to fulfill the intent of the Resolution on Disproportionate Administrative Raises, the Faculty Senate highly recommends:

1. That the Faculty Senate have representation on the:
  - a. Administrative Council
  - b. Provost's Advisory Council
  - c. Organization of Academic Department Chairs
  
2. That, **as Special Order of the Day**, the President of Clemson University **meet** with the Faculty Senate annually to **present and discuss** administrative and faculty raises including total compensation.
  
3. That the Faculty Senate have representation on the Board of Trustees Compensation Committee, **as it does on the Budget & Finance Committee, the Educational Policy Committee, Agriculture & Natural Resources Committee, the Student Affairs Committee, the Research Committee and the Institutional Advancement Committee.**