

## Equity Resolution

Whereas, the offices of the interim president and the interim provost have in good faith attempted to address faculty internal equity salary issues;

Whereas, the university has allocated \$100,000 to a fund to begin to address internal salary equity issues;

Whereas, the interim provost's office, with the cooperation of institutional research, has reviewed the salaries of each faculty member and found the cost of addressing internal faculty equity to be many times higher than that figure.

Whereas, salary equity is a structural issue and the under-funding of the salary equity pool forces faculty and administrators to make decisions based on merit as well as equity;

Whereas, internal equity and merit are different issues that call for different approaches and internal equity and merit are discussed in separate portions of the Faculty Handbook;

Whereas, through budget personnel reallocations, attrition, and other budget adjustments, funds may be found to fully address internal equity;

Therefore be it resolved, that the Faculty Senate requests additional funds be allocated to the internal equity salary adjustment fund as soon as possible.