

## Senate Resolution

### On the Value of Teaching and Research in the Context of Existing Salary Structures and Hiring Decisions

Whereas there is a sharp disparity between the declaration in the UVU Mission Statement of what we value (*UVU builds on a foundation of substantive scholarly and creative work to foster engaged learning*) and the following facts:

1. of the top 50 salaries at the university, virtually all are paid to administrators or to people who have been administrators,
2. our best scholars and teachers are absent from this list,
3. salaries for administrators have increased by about 30% over the past five years while salaries for faculty have increased only by several 1% increments during the same period,
4. for every full-time member of the faculty, there are 1.9 support people on salary,
5. almost half of all classes at UVU are taught by adjunct faculty who are exploited in ways that make substantive scholarly and creative work impossible,

Be it resolved that action be taken on multiple fronts and by multiple bodies to replace this system antithetical to the values of a good university with a system that truly values teaching and research. This should include but not be limited to the formation of a joint committee of faculty and administrators to research and explore ways to rectify the situation.

[End]

#### Explanation and Justification of the Resolution

We understand the impact of “market forces” and “political pressures” and “budget realities.” Rather than serving as *contexts* for decisions that affect teaching and research, however, the facts indicate that these have been the overwhelming driving forces as our reward system has developed.

The joint faculty/administration committee should explore various actions—including careful examination of the merit system currently under development, a sharp increase in numbers of full-time faculty, and better conditions for adjunct faculty—all in the contexts of what we most value and of real-world forces.

The UVU Senate Resolution on Shared Governance (2009) and the newly released [AAUP Centennial Declaration](#) similarly emphasize the necessity of shared governance in the service of teaching and research. The AAUP Centennial Declaration puts it this way:

*Faculty shared governance is the cornerstone of any university that values teaching and research. The authority of faculty in hiring decisions, promotions,*

*and curricular matters should not be compromised by donors, trustees, or administrators. Similarly, the faculty voice in budgeting, institutional planning, and other internal operations should not be marginalized.*

The current system of “shared” governance at UVU allows only for *recommendations* from the Faculty Senate and by members of the faculty. There is, however, no accountability to the faculty thereafter. Administrators simply announce their decisions.

To ensure that our faculty voice is not marginalized, shared governance beyond the Senate’s current role as an advisory body is necessary.