



THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS, INC.

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This resolution is being sent to the Board of Trustees of the University of Connecticut by the Executive Committee of the University of Connecticut Chapter of the American Association of University Professors on behalf of its members:

Whereas, current faculty have risen to past budgetary challenges, contributing significant savings to the University and the State by agreeing to pay freezes, furlough days, and increased contributions to retirement and health care benefits during 6 of 12 years between FY2009 and FY2020; and

Whereas, current faculty have worked hard to assist the University in response to challenges such as a steadily declining block grant, increasing enrollments, and the COVID pandemic; and

Whereas, current faculty continue to make outstanding contributions to maintaining excellence in research, teaching, and service; and

Whereas, repeated salary freezes combined with repeated external hiring of junior faculty at nationally competitive salaries has created a situation in which, since 2017, the average annual salary of a tenured associate professor employed at UConn about a decade or more is equal to or below the average salary of newly hired assistant professors; and

Whereas, the continuation of "freeze and hire" policies by the University exacerbates and perpetuates problems of salary compression and unfair compensation of the current faculty; and


Whereas, the extent of salary compression and inversion has resulted in substantial erosion of the morale of the current faculty;

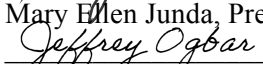
Therefore, we stand resolved that

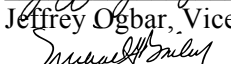
In all strategic planning, programming, and hiring decisions, the University must prioritize the provision of a general wage increase for current faculty and staff, both to reward them for their hard work and to keep pace with inflation; and

This priority must take precedence over all spending that is not essential to the maintenance of current University programs and services, especially new hiring and programs, until such time as substantial improvement in current faculty salary equity has been established or restored.

For UConn-AAUP



Mary Ellen Junda, President


Jeffrey Ogbar, Vice President


Michael Bailey, Executive Director

10.14.2021

Date
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Date
10.14.2021

Date