Resolution of the Faculty Senators Council
Approved May 21, 2009

While salary and rent may fall under different Administrative rubrics, they are inextricably and intimately linked in the faculty tenants' family budgets. In the context of two faculty salary freezes in half-a-dozen years, the University's announced policy of double-digit rent increases for faculty in University housing has provoked widespread comment and concern among the Faculty Senators Council's (FSC) faculty constituents. The burden of the new rent increases falls most heavily upon new faculty with relatively lower salaries. This is of particular concern in the current economic crisis. The FSC appreciates the introduction of the “hardship policy,” but we remain worried that those of modest incomes will experience difficulties. The Council believes that, if the University is interested in recruiting and retaining high quality faculty, it needs to demonstrate a commitment to its faculty through real and effective action. The Council recommends that the University rethink the hardship policy and propose a more generous plan. Finally, the Council recommends that while the salary freeze remains in effect, that the rent increase program be suspended. With expenses increasing and salaries frozen, many faculty find their economic situation deteriorating. This reality fuels frustration and resentment of which the Administration needs to be aware, even as we understand that we live in a difficult economic moment.