

STAFF SENATE RESOLUTION #198

Title: Staff Salary Considerations for University of Wyoming Administration

Date: April 13, 2011

Author: Staff Senate Executive Committee

Sponsors: Senator Katie Ogden, Senator David Bluemel, Staff Member Jeff Lang

1 WHEREAS, Staff Senate as the representative body for University of Wyoming staff members
2 consistently participates in discussions involving salary issues, distribution or benchmarks, and;
3 WHEREAS, those who make up the staff at the University of Wyoming are an essential
4 component to the success of the institution and spend their days carrying out the key missions of
5 the state's only University, serving its students in innumerable ways and directly contributing to
6 its continued success, and;
7 WHEREAS, decisions regarding distribution and use of salary money allocated by the legislature
8 often results in lower percentages of said money reaching the majority of staff, and;
9 WHEREAS, the use of traditional academic market comparators focuses primarily upon the
10 institutional employment competitors for tenure track faculty members outside of the state of
11 Wyoming, and;
12 WHEREAS, comparable employment competition for benefited staff members at the University
13 of Wyoming consists of local and regional state agencies or other public sector organizations,
14 and;
15 WHEREAS, the job descriptions, equivalent opportunities, ability to earn and demonstrate merit,
16 and other important salary considerations are vastly dissimilar for faculty and staff, and;
17 WHEREAS, other state agencies that consider cost of living, market factors and merit are more
18 effective at keeping salaries fair and competitive, and;

Addendum A

Institutions Suggested for Staff Member Comparators

- (1) All public universities and land grant universities in the following states:
 - Colorado
 - Utah
 - Idaho
 - Montana
 - North Dakota
 - South Dakota
 - Nebraska

- (2) Wyoming state agencies including:
 - Agriculture
 - Wyoming Community Colleges
 - Corrections
 - Education (staff not teachers)
 - Employment
 - Public Health & Services
 - National Guard
 - Retirement
 - State Lands
 - State Parks
 - Tourism
 - Transportation
 - University of Wyoming (entire system including Outreach & Extension)