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

WHEREAS, Staff Senate as the representative body for University of Wyoming staff members consistently participates in discussions involving salary issues, distribution or benchmarks, and;

WHEREAS, those who make up the staff at the University of Wyoming are an essential component to the success of the institution and spend their days carrying out the key missions of the state’s only University, serving its students in innumerable ways and directly contributing to its continued success, and;

WHEREAS, decisions regarding distribution and use of salary money allocated by the legislature often results in lower percentages of said money reaching the majority of staff, and;

WHEREAS, the use of traditional academic market comparators focuses primarily upon the institutional employment competitors for tenure track faculty members outside of the state of Wyoming, and;

WHEREAS, comparable employment competition for benefited staff members at the University of Wyoming consists of local and regional state agencies or other public sector organizations, and;

WHEREAS, the job descriptions, equivalent opportunities, ability to earn and demonstrate merit, and other important salary considerations are vastly dissimilar for faculty and staff, and;

WHEREAS, other state agencies that consider cost of living, market factors and merit are more 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)