

SENATE RESOLUTION #2772

TITLE: ASUW Support for Increasing the Salaries of our Pro-Staff Positions
DATE INTRODUCED: November 30, 2021
AUTHOR: President Swilling
SPONSORS: Senators Talamantes, Titus, and Wilkins



1. WHEREAS, the purpose of the Associated Students of the University of Wyoming (ASUW)
2. Student Government is to serve our fellow students in the best manner possible; and,
3. WHEREAS, in the pursuit of this mission, ASUW currently budgets for five (5) full-time staff
4. Positions; the ASUW Advisor, Accountant, and Project Coordinator, and the ASTEC
5. Coordinator and Assistant Coordinator; and
6. WHEREAS, these positions are currently dramatically underpaid relative to their market
7. value, as shown in Addendum A; and,
8. WHEREAS, this is best demonstrated by the ASUW Accountant having been previously
9. budgeted for a salary of \$42,228, which is the bare minimum that this position can be paid
10. according to University of Wyoming pay matrix policy; and,
11. WHEREAS, this has had a clear adverse impact on our ability to recruit and retain people in
12. this position, most notably demonstrated by the fact that there have been two failed searches
13. for this position in the summer and fall of 2021, in which few candidates and no acceptable
14. candidates applied; and,
15. WHEREAS, in fall of 2021, the ASUW Senate approved a pay increase for this position,
16. bringing it to the listed midpoint for this position of \$51,812 according to the University pay
17. matrix; and,
18. WHEREAS, the problems that this position has are emblematic of the larger problem ASUW
19. has had with staffing and retention; and,

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20. WHEREAS, this is best demonstrated by the fact that four (4) of the five (5) positions that

21. ASUW has are currently vacant, as shown in Addendum B, and many have been for

22. extended periods of time; and,

23. WHEREAS, the one pro-staff position that is currently filled, the ASUW Project

24. Coordinator, was vacant from October 2020 to September 2021, and went through three (3)

25. searches before being filled; and,

26. WHEREAS, these consistent issues point to a common denominator, which is our low

27. salaries relative to other departments on campus and other jobs within the Laramie area; and,

28. WHEREAS, the ASUW Business Office has asked for a \$6.31 fee increase for the ASUW

29. fee, and for the ability to extend the ASUW fee to distance students, as shown in Addendum

30. C, which would generate approximately \$100,164.37 in additional funds for ASUW; and,

31. WHEREAS, one of the main reasons for asking for this fee increase was to allow us to

32. increase the salaries of our positions, which have not been summarily evaluated and

33. increased since 2011; and,

34. WHEREAS, the vacancies in these positions are adversely impacting ASUW's ability to

35. serve our fellow students, and are putting incredible amounts of undue increased pressure on

36. the student leadership; and,

37. WHEREAS, without the help and assistance offered by Shelly Schaefer, who has been doing

38. two jobs, ASUW's finances would not be manageable; and

39. WHEREAS, due to the incredibly tenuous position we are in, rebuilding ASUW's pro-staff

40. must now be a key goal of the 109th ASUW Administration; and,

41. WHEREAS, this cannot be feasibly accomplished until salaries are increased; and,


42. WHEREAS, President Hunter Swilling and Acting Advisor Courtney Thomson-Lichty,

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43. acting in consultation with Director of the Center for Student Involvement and Leadership
44. Jeremy Davis, Dean of Students Ryan O'Neil, and Vice President for Student Affairs Kim
45. Chestnut, as well as Acting Accountant Shelly Schaef, have developed a plan to increase
46. salaries for these positions, as shown in Addendum A; and,
47. WHEREAS, the additional costs incurred by these pay increases would be \$54,903.88, which
48. could be easily covered by new funds generated from ASUW's proposed fee increase.
49. THEREFORE, be it hereby resolved that the Associated Students of the University of
50. Wyoming (ASUW) Student Government instructs the Budget and
51. Planning Committee to fully investigate the feasibility of such a proposal, taking into
52. account the status of ASUW's proposed fee increase; and,
53. THEREFORE, be it further resolved that if they determine it is feasible, they shall increase
54. the salaries of ASUW's pro-staff in the ASUW budget for Fiscal Year 2023; and,
55. THEREFORE, be it hereby enacted that the ASUW Budget and Planning Committee shall
56. reevaluate the salaries of ASUW pro-staff not less than once a year; and,
57. THEREFORE, be it hereby resolved that ASUW shall make every feasible effort to offer our
58. pro-staff positions no less than the midpoint salary specified by the University for their pay
59. grade.

Referred to: Ad-Hoc Restructuring; Ad-Hoc Strategic Planning; Budget and Planning;
Program and Institutional Development

Date of Passage: December 7th, 2021 **Signed:** _____
(ASUW Chairperson)

"Being enacted on December 7th, 2021 **, I do hereby sign my name hereto**
and approve this Senate action." _____
ASUW President

Addendum A

Current Position	Current Salary
Assistant Coordinator, ASTEC	\$37,136
Coordinator, ASTEC	\$47,508
Project Coordinator	\$37,136
Accountant	\$51,812*
Advisor	\$47,391

*the ASUW Senate approved a salary increase for this position in fall 2021, previous salary was \$42,228

Proposed Position	Proposed Salary
Co-Coordinator, ASTEC	\$48,000
Co-Coordinator, ASTEC	\$48,000
Coordinator, ASUW Programs and Partners	\$43,533
Accountant	\$51,812
Project Director, ASUW	\$56,708

Total additional cost + fringe (49.9% of base salary): \$54,903.88

Addendum B

ASUW's Continuity Timeline

	2015	2016	2017	2018	2019	2020	2021
Advisor							
Proj Coord		freeze			2 failed		
Acct				6 mos			5 mo
ASTEC Coord							
ASTEC Asst				~ 2 years			

↓
9 mos

Addendum C

Mandatory Fees, Academic Year, Full-time Students per semester		FY 2021
Full-time students		
ASUW		\$55 45.69
Consolidated Student Services		427.93
Intercollegiate Athletics		125.00
Music/ Theatre		6.05
Recycling		10.12
Student Media		21.19
Student Success		28.00
Transit Fee		56.33
Total for Full-time students		720.31
Total for Part-time students		
<ul style="list-style-type: none"> Students taking 1-3 credit hours (fee per credit hour) plus flat rate fee for Transit of \$56.33 and Student Success fee of \$28.00 		38.36 per hour
<ul style="list-style-type: none"> ASUW (7.51), Music/Theatre (0.99), Recycling (1.66), Student Media (3.48) and Consolidated Student Services Fee (24.72) 		84.33 flat fee
<ul style="list-style-type: none"> Students taking 4 or more credit hours (flat rate fee) 		350.87
<ul style="list-style-type: none"> ASUW (45.69), Music/Theatre (6.05), Recycling (10.12), Student Media (21.19) and Consolidated Student Services Fee* (183.49) 		
<ul style="list-style-type: none"> Transit Fee (56.33) Student Success (28.00) 		
<i>*Please Note: The consolidated student service fee for part-time students does not include student Health Service or Campus Recreation. Part-Time students can purchase the optional fee package (page 12)</i>		

Mandatory Fees are for main campus students. Students taking only Distance courses will be assessed a \$25/credit hour delivery fee or UW-Casper courses will be assessed a separate \$38/credit hour delivery fee. Students taking a combination of main campus and distance courses will be assessed mandatory fees and distance fees.