

Presidential Orders

Executive Order

No. 29

Partial Suspension of Executive Order No. 64

1. Purpose

The purpose of this executive order is to address the immediate financial circumstances facing the University by temporarily controlling faculty salary levels while reaffirming the University's commitment to ensuring the quality of the University through a competitively compensated faculty dedicated to academic excellence.

2. Need for Temporary Reevaluation of Faculty Salary Policy

Executive Order [No. 64](#) recognized that in the event of decreased state support, a reevaluation of the Faculty Salary Policy could prove necessary. Unfortunately, we face that contingency to a degree that could not have been predicted even a year ago. The nation and the state of Washington are experiencing the effects of a global financial crisis of historic proportions. One consequence of this financial crisis is a drastic reduction in the state budget, which is virtually certain to result in significant reductions in state support for the University. The expected reductions in state support, combined with other economic forces, will result in cuts to programs, increased tuition, and reduced access for students, lay-offs and non-renewal of personnel, as well as limitations on the University's ability to increase salaries for broad classes of its employees. The cost of maintaining regular merit increases for the 2009-11 biennium would be even more damaging in the midst of broad and dramatic budget cuts across the institution.

3. Partial Suspension of Executive Order No. 64

In light of the economic circumstances facing the University, the following portions of Executive Order [No. 64](#) must be and are immediately suspended:

- A. The phrase "regular merit" in the first sentence of the subsection entitled *Allocation Categories*.
- B. The sentence that reads, "A faculty member who is deemed to be meritorious in performance shall be awarded a regular 2% merit salary increase at the beginning of the following academic year."

- C. The sentence that reads, "If deemed meritorious in the next year's review, the faculty member shall receive a regular 2% merit increase at the beginning of the following academic year."
- D. The phrase, "In addition to regular merit salary allocations," in the sentence in the subsection entitled *Promotion*.

All other portions of Executive Order [No. 64](#) remain in effect. This suspension shall expire at the conclusion of the 2009-11 biennium.

4. Reaffirmation of Principles and Commitment

Although the suspension of merit salary increases is a temporary imperative, it remains equally evident that regular merit increases, promotions, hiring, retention, and competitive compensation of faculty are critical to the long-term success of the University. University leadership remains steadfastly committed to the fundamental elements of Executive Order [No. 64](#), and its principles and priorities are reaffirmed. As evidence of this commitment, the following steps, subject to state law or formal changes to University policy, will be taken to respect the principles of the salary policy in Sections [24-70](#) and [24-71](#) of the *Faculty Code* and the portions of Executive Order [No. 64](#) that have not been suspended:

- A. Regular merit increases will resume first priority for allocation of salary funds after this suspension expires;
- B. Promotion increases will continue during the 2009-11 biennium;
- C. If a dean or chancellor, following procedures consistent with [Section 24-71 B.3](#) of the *Faculty Code*, determines that offering a retention salary increase is required, the dean or chancellor will be allowed to allocate to this purpose some of the funds remaining to it after undertaking budget cuts negotiated with the Provost;
- D. No pool of funds will be set aside centrally by the Provost or President for the purpose of retention in academic units;
- E. Faculty positions will only be filled to the extent necessary to fulfill the University's mission and vision;
- F. During the 2009-11 biennium, the Provost will provide the Senate Committee on Planning and Budgeting quarterly reports to review the status of faculty recruitment and retention across the institution.

March 31, 2009; rescinded July 10, 2018 by order of the President.