**Compensation Resolution**

Faculty Relations Committee

March 2020

The TCU Faculty Senate is dedicated to sustaining TCU’s momentum, distinction, and excellence, and supports the Vision in Action: Lead On strategic plan, including the goals to strengthen TCU’s academic profile and reputation and to strengthen the workforce.

Therefore, be it resolved that the TCU Faculty Senate endorses the principles set forth in the “Resolution on TCU Employee Benefits,” adopted unanimously by the Faculty Senate on May 2, 2013, which states that benefits must be considered as a part of compensation, and not separately, that reductions to compensation should only be considered in the event of a budgetary exigency that poses a threat to TCU’s well-being, and that such reductions should only be considered as one part of a larger campus-wide effort to reduce expenditures.

Be it further resolved that, in the event of a financial exigency, and before any proposed reductions are implemented, and as a means of declaring its position, the TCU Faculty Senate take a formal vote on any reductions to compensation.

Finally, be it resolved that the TCU Faculty Senate respectfully asks the Chancellor and Cabinet to initiate a campus-wide dialogue on TCU’s future that would not only include compensation but all elements of anticipated revenue and expenses, that a task force representing all areas of campus be established to discuss and prepare for the challenges facing TCU, and more broadly higher education, and that, in the spirit of shared governance, this task force be given access to all pertinent information that might impact TCU’s future.