

## **NKU Staff Congress Resolution on Staff Salaries**

Whereas, NKU is losing experienced talent that is hard to replace, and realizing that:

- Long term salary compression is a strong contributing factor to increasing staff turnover.
- Staffing vacancies increase the work load on remaining employees, leading to burnout, institutional and positional resentment, and therefore higher levels of resignations.
- Filling vacancies is an expensive and time consuming process.
- Lost institutional knowledge is irreplaceable.

**NKU Staff Congress urges university leadership to prioritize investing in existing staff by allocating the funds needed to complete the implementation of the Human Resources salary market adjustment by the start of fiscal year 2022/23; directly supporting NKU's Success By Design strategic framework.**

As NKU's Success By Design strategic framework focuses on student success, the availability of experienced and knowledgeable staff support for faculty and students is crucial.

### **Facts:**

- The initial phase of the salary market adjustment focused on hiring instead of retention.
- Pay grades have been upgraded, but they were applicable only to new hires and those employees who were currently below their new minimum salary rate. This resulted in some experienced employees earning less than new hires in the same position.
- The negative impact this initiative has had on employee morale across campus cannot be understated.

Addressing compensation inequality is an urgent issue and cannot wait...

During this process, and to ensure open, communicative, representative, and straightforward dialogue and issue resolution, transparency and accessibility are paramount.

Staff Congress expects to be able to advocate for staff, provide essential and valuable feedback, and collaborate with university management on this important effort. We need to be at the table, without delay.

**Investing in staff retention is vital, supports NKU's core values and goals, and will shore up a brighter future, together.**

Staff Congress - Voted and Approved on December 9, 2021