

We, the undersigned faculty, staff, students, and alumni of the University of Texas at Austin ask that the University administration halt all layoffs, and begin to pay a living wage to all those who work at the University.

1. The continuing displacement of staff hurts the functioning of our colleges and departments, and prevents them from serving the purpose of educating students. The workload continues to grow for all those left behind. We see the sustained effort to eliminate jobs as a direct threat to the quality of the University.
2. We question the priorities of the University administration as it pursues the building of a new medical school and an additional business building when it claims that the University must undergo significant staff layoffs, and has not provided a living wage for many of us or our colleagues. We are not opposed to growth, but at what cost does the obsession with growth come? Who will the University of Texas serve as it moves toward a vision of a large administration and top research faculty alongside impoverished lecturers and departments without staff?
3. The budget has grown by a considerable amount annually, yet there is a consistent claim of the need for austerity. The top 100 earners at UT now make a combined \$42,628,031 annually, and account for over 5% of recorded salaries for UT's 13094 employees. The top 10 earners make a combined \$14,981,676 annually. Contrast this with the University employees who are paid less than \$9 hourly, or full time administrative workers with degrees that are hired at \$1956 monthly. Many staff, faculty, and workers at the university are underpaid, and employees have not received an across-the-board pay raise in over 10 years. The current living wage, according to MIT's living wage calculator, for a single individual with 1 child in Travis County is \$19.56 hourly, or \$40,675 annually before taxes. The Economic Policy Institute estimates the living wage for a single individual with 1 child to be \$24.15 hourly or \$50,229 annually. Enough University workers are so severely underpaid that assistance is provided in the form of Orange Santa.
4. Tuition has been raised an average of \$2816 annually for a state resident since 2003-04. The increased burden on students makes it harder for the majority of Texans to attend the University. The purpose of a public institution is to serve the residents of the state. Students, all students, are the future of our state. We reject the idea that tuition must be raised in order to fund staff, faculty, and departments, as the fate of the majority at our University is increasingly grim. The same year that tuition was deregulated by the state, our University severed its responsibility to make across-the-board raises for University workers.
5. It is important to ensure that all University workers can feed and house themselves in this increasingly costly city. A minimum university wage of \$15 hourly would help the lowest paid among us, as well as provide an increase to many who have not seen a significant raise in years. As the old saying goes "A rising tide raises all ships."

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