

A resolution for increasing faculty salaries at ASU-J.

Whereas, nationally competitive compensation for top administrators at some state supported institutions of higher education in Arkansas have been justified as necessary to attract and retain these high quality professionals, and

Whereas, the above justification also holds true for faculty because they carry out the core mission of the university to teach, create knowledge, and provide professional service, and

Whereas, if high quality tenure track faculty are not recruited and retained, students and taxpayers suffer through poor teaching, scholarship, and professional service, and

Whereas, the AAUP 2008 Annual Report shows that ASU-J faculty earn \$5,200 below the regional average and \$10,000 below the national average for comparable institutions (i.e., Category IIA Master's public institutions), and

Whereas, Chancellor Potts at the fall 2008 Faculty Conference publically noted that faculty salaries at ASU-J are currently inadequate and below regional and national averages, and that increasing faculty salaries must be a high priority, and

Whereas faculty salary increases for the past year were less than half the rate of inflation, and

Whereas, approximately \$3.0 million additional dollars for salaries and fringe benefits will be needed annually to eliminate the discrepancy between the current salaries of ASU-J faculty and the regional average for comparable institutions, and

Whereas, the longer current budgetary priorities continue, the greater the amount of money needed to rectify the inequitable salaries faculty are currently being paid,

The ASU Faculty Senate calls upon the ASU-J administration and the ASU Board of Trustees to develop and articulate a written plan for eliminating the discrepancy between faculty salaries and regional averages at all ranks (i.e., Instructor, Assistant Professor, Associate Professor, and Professor). We respectfully, request that the plan involve reducing the current discrepancy by one-third over each of the next three academic years so that parity with regional averages is reached by the 2011-2012 academic year. We further request that the revenue used to increased salaries come from sustainable (i.e., hard) sources of revenue rather than from possibly unsustainable (i.e., soft) sources of revenue, including salary savings from unfilled pending or open faculty and staff positions. We also request that no tenure-track faculty positions be eliminated and replaced with contingent faculty lines and that other faculty benefits such as health insurance, tuition discounts, faculty development, etc. not be cut to provide the revenue for salary increases. Finally, we request that the salary increases for the purpose of reducing current discrepancies be distributed by rank and time in rank rather than merit so that faculty at the ranks with the greatest discrepancies receive proportionally greater increases, while at the same time, additionally continuing to provide competitive merit raises for motivating ongoing faculty productivity.

NOTE: submitted to the ASU Faculty Senate by the Department of Psychology and Counseling, Department of Art, Department of Political Science, and College of Communications. Pass with overwhelming support -- only one dissenting vote on a technicality of how the proposed adjustments would be allocated.