**Faculty Finance Committee’s Recommendation on Budget Priorities**

**Pertaining to Faculty Compensation for Fiscal 2012 (revised Jan 20, 2011)**

**Arkansas State University – Jonesboro**

President Beverly Gilbert asked the Senate Finance Committee to recommend funding priorities pertaining to Faculty Salaries. Below there are three short-term priorities and one long-term priority for the Senate to consider sending to the University Executive Committee:

**Short-Term Priorities**

Priority 1. Funding. Establish a process where faculty salary adjustments “come off the top” of the annual university planning budget presented to the University Planning Committee (UPC).

Priority 2. Faculty Salary Equity. Complete the equity adjustment process by compensating approved salary increases initiated in Fiscal 2011. Continue the Salary Equity process as stated in the Faculty Handbook.

Priority 3. Faculty Salaries. For the upcoming year, provide faculty salary increases to address Cost of Living Adjustments (COLA on base salaries) before merit increases.

**Long-Term Priority**

Priority 1. Establish a five-year plan to address average faculty salary to meet the SREB averages for the current university classification. Desirably, the university could stipulate a base percentage each of the five years in addition to COLA s and merit increases.

Louella Moore, chair

Lynn Howerton, member

Richard Segall, member

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