

**Requesting Unit:** Faculty Senate Compensation Committee

**Title of Request:** Compensation Proposal

**Brief Description:** Recommend a salary increase of 1% or \$700, whichever is greater for the employee.

**Rationale:**

The Faculty Senate Compensation Committee strongly believes that there should be a commitment to acknowledge the meritorious work of faculty. The faculty recognizes the ongoing budget challenges however, we do not believe that forgoing a merit increase for the third consecutive year is acceptable. We believe that doing so will further impact the morale, motivation, and negatively impact recruitment/retention of the faculty. According to a 2019 report from the Faculty Senate Morale Task Force, "Each and every faculty member is valuable and relevant to the University. If the University promotes its mission as 'student centered', then faculty (who work most directly with students) are the essential links to our student's success. This concept is so important that it is considered a top cause of faculty attrition." Recognition, or affirming the value of one's work, directly correlates to efficiency and higher returns for the institution. It is further believed that we must be able to be competitive in order to attract qualified faculty.

Another issue of concern to faculty is salary compression and pay equity. In some cases, an assistant professor hired today could be hired in at a salary rate that is greater than a full professor in that person's department. We are in support of the overall goal of achieving greater salary equity and reducing salary compression for faculty. It has been several years since a faculty salary study has been done to determine the disciplines most severely affected by salary compression/pay equity. In addition, the university is considering implementing an increase in the minimum wage which further adds to the salary compression/pay equity issues. These factors combined with the lack of a merit increase for the past two years and the increased number of faculty retirees has created challenges for the University regarding the retention and recruitment of qualified faculty.

Therefore, the Faculty Senate Compensation Committee would like to request the following for consideration:

- 1% raise or \$700 (whichever is greater) for all full or part time faculty.
- Continue to forecast 2% for the three-year budgetary planning purposes.
- Formation of a Faculty Salary Compression/Pay Equity Task Force with the goal of establishing a university wide formal study in the next two years.

- Develop a succession plan for recruitment and retention of all employee categories that addresses the large number of retirees that have left and are expected to leave over the next several years.
- Continue to work on a process to address all faculty workload issues, considering different workload parameters in colleges, departments and programs. Tasks to be examined that affect faculty workload may include, but are not limited to research, scholarship, creative activities, service, advising, supervision of field work, internships, student teaching and other experiential learning, course specific issues (from individual instruction to large classes), etc.,
- Continue to work on establishing a review process for monitoring changes related to the change in scope of responsibilities of all employees due to the restructuring process.
- Work toward the implementation of an institutional minimum wage increase for phasing in over the next four years for hourly full/part time, temporary and student employees.
- Support the implementation of an organizational comp time policy for exempt employees.

**Relationship to University Strategic Plan:**

**PRIORITY III: FACULTY AND STAFF EXPERIENCE**

Southeast is an engaged learning community that recognizes and values the people who make it possible—our students, faculty, staff, benefactors, and the employers of our graduates. These essential individuals actively participate in the pursuit of our core mission surrounding student learning and success, scholarship and creative activity, and service to the multi-state region, nation, and world.

**Objective I:** Continue to recruit high quality faculty and staff to reflect our diverse student population while creating a responsive succession plan.

**Objective II:** Foster faculty and staff innovation and research by providing opportunities for research that will bring recognition to the University and contribute to academic disciplines.

**Objective III:** Nurture a campus culture that promotes open communication, shared governance, and active collaboration to continue to build trust and mutual respect among faculty, administrators, staff, students, and the public.

**Objective IV:** Cultivate innovative strategies to recognize and reward faculty and staff for activities and services which enhance and expand the student experience

**Budget Request:**

**FY20:**

- Recommend a salary increase of 1% or \$700, whichever is greater for all full/part time faculty.
- Begin implementation of minimum wage increase for affected employees.

**FY21:**

- Consider salary increase of 2% for all full/part time faculty
- Funding for salary compression/equity study.
- Consider minimum wage increase for full/part time, temporary and student employees.