

SOUTHEASTERN LOUISIANA UNIVERSITY

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(PROVIDE, RECOGNIZE, INSPIRE DESERVING
EDUCATORS)

RESOLUTION

Whereas a need exists to establish a sustainable salary increase each and every year for faculty at Southeastern Louisiana University in order to meet the educational requirements of the state and fulfill the mission of the university; and

- Faculty have not received a *bona fide* raise over the last eight years; and
- Research indicates there is a link between Higher Teacher Pay and Teacher Quality;ⁱ and
- 80% of professors and 62% of instructors at Southeastern have salaries below the SREB average for their rank;ⁱⁱ and
- Southeastern continues to lose experienced faculty, who make significant contributions to the quality and success of the university, because of a dearth of raises; and
- The Consumer Price Index for Size D non-metropolitan areas increased from 210.899 (August 2009) to 237.157 (August 2016), which is a 12.5% increase over 7 years or 1.8% per year on average, substantially increasing faculty members' cost of living;ⁱⁱⁱ and
- The failure to compensate faculty adequately has damaging and limiting effects on faculty retirement benefits;^{iv} and
- The salaries of numerous non-academic positions and administrative support positions are significantly higher than the mean instructor salary;^v and
- Institutions in similar budget crises are finding ways to increase faculty pay;^{vi}

Therefore, Be It Resolved That the university administration, no later than April 1, 2017, return a credible plan for establishing a sustainable annual salary increase of no less than 2% per year for all academic faculty and this raise shall be awarded equitably, fairly, and uniformly.

ⁱ <http://neatoday.org/2012/01/04/international-study-links-higher-teacher-pay-and-teacher-quality/>;

ⁱⁱ A 2016 report by the Southeastern Office of Intuitional Research (10/25/2016); SREB averages were calculated using CUPA-HR Peer Group salaries for the matched SLU CIP Codes by rank.

ⁱⁱⁱ <http://www.bls.gov/cpi/tables.htm>;

^{iv} Retirement for faculty in the Teachers Retirement System is calculated based on a percentage of the average of the employee's salary for the highest-paid three or five years of consecutive employment, depending on date of hire. A stagnant salary flattens that calculation. (TRSL Member Handbook: <http://trsl.org/uploads/File/Brochures/memberhandbook.pdf>;))

^v Southeastern Louisiana University 2015-2016--Budget Request: Operating Fund and Other Funds

^{vi} For example, Louisiana State University for the first time in four years put faculty pay raises in its 2013-2014 operating budget (http://www.lsureveille.com/news/lsu-facultystaff-salary-increases-approved-friday/article_f0b62eb6-18df-11e3-8990-0019bb30f31a.html);). Southern University Shreveport also included faculty pay raises in its 2013 budget (<http://www.shreveporttimes.com/article/20130907/NEWS01/309070008/Southern-University-System-board-approves-budget-cuts-pay-raises-professors>).