



UNIVERSITY OF SOUTH ALABAMA

October 18, 2023

Hon. Jo Bonner, President
University of South Alabama
307 AD Fredric Palmer Whiddon Administration Building
Mobile, AL 36688

Dear President Bonner:

The Faculty Senate Salary & Benefits Committee drafted a resolution to present to the Faculty Senate for discussion and a vote at the plenary meeting held on October 18, 2023. Please find the resolution below from the Faculty Senate, which was voted on and passed in the October 18 plenary session:

**FACULTY SENATE RESOLUTION REGARDING FACULTY SALARIES AND ANNUAL COST
OF LIVING ADJUSTMENTS**

WHEREAS a university is first and foremost an organization of education, defined by its Faculty, which is the bedrock of the university from which the educational mission flows. Consequently, the Faculty and its welfare should be the primary concern of a university's Board and its administration. Ancillary missions and activities, although important to the overall value of the university, should always be subordinate to the university's educational mission, and

WHEREAS University of South Alabama Faculty salaries and support for the educational and complementary research missions of the university are funded with budget surpluses remaining after ancillary programs and activities are funded, fixed assets and university programs, services, and administrative ranks are expanded, and

WHEREAS that while the University of South Alabama is admirably expanding its healthcare facilities and its educational and non-educational facilities to provide students with a first-class experience commensurate with "flagship of the Gulf coast" status, Faculty salaries are a continuing low priority, with administration aspiring to get the average faculty pay to the 25th percentile of peers from the 2021 salary survey, and

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WHEREAS Faculty salaries have not kept up with cost of living for at least the past 10 years or with the consumer price index, a key measure of inflation, which has more than tripled since 2020 resulting in an overall decrease in earnings, creating salary deficits and financial hardship relative to both colleagues at peer institutions and to the workplace market in general, and exacerbating the University of South Alabama faculty pay deficiency, and

WHEREAS Faculty salaries are a vital tool for the recruitment and retention of top-tier Faculty commensurate with the “flagship” status of the University of South Alabama, and **WHEREAS** annual cost of living adjustments assures Faculty that in a dynamic economy, they will have some minimal salary security, and

WHEREAS an investment in Faculty salaries recognizes the value of the Faculty, who promote and deliver the educational mission, and who are the bedrock of the University of South Alabama,

THEREFORE, BE IT RESOLVED that the Faculty Senate requests the President and the Board of Trustees to budget for annual cost of living adjustments, equal to at least the Social Security annual cost of living adjustments, for all Faculty, beginning with the 2024-2025 budget, and enact an action plan to bring faculty salaries to at least the mean of faculty in peer institutions.

Sincerely,

Dr. Donna Streeter
Associate Professor, College of Nursing
Faculty Senate President

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