

Resolution on Faculty Salaries - January 20 1998

WHEREAS, decreased/level funding for higher education in Alabama has resulted in UA system faculty salaries that are currently 12-18% below average faculty salaries in neighboring states and staff salaries that are 10-25% below market levels [University of Alabama System Office];

WHEREAS, University of Alabama faculty salaries are currently at the 38th percentile of the SUG faculty salaries, in contrast to the University administration's stated goal of reaching the 75th percentile of the SUG faculty salaries;

WHEREAS, as of the 1996-1997 academic year, faculty salaries at The University of Alabama were an average of 7.5% below average faculty salaries for the Southern University Group (SUG);

WHEREAS, of the 48 departments for which comparable data are available, 83% of these departments have average faculty salaries that were more than 5% below those for the SUG, and 56% of the 48 departments have average faculty salaries that were more than 7.5% below those for the SUG;

WHEREAS, inflation continues to erode the buying power of faculty and staff salaries so that overall, faculty salary levels have remained stagnant (full and assistant professors) or decreased (associate professors and instructors) since 1987; and

WHEREAS, the cost of housing in Tuscaloosa remains one of the highest in the state of Alabama and has been comparable to that of average housing costs in the Nation since 1995;

THEREFORE, BE IT RESOLVED that the State of Alabama should take immediate steps to increase appropriations to The University of Alabama so that for the 1998-1999 academic year faculty and staff salaries can be raised to averages for the SUG and area market, respectively. As requested by the University of Alabama System Office, positive steps toward achieving this immediate goal would be: (1) to retain in our 1998-99 budget the current retirement funds, contributed by UA employees and matched by State appropriations, and (2) to increase the University's overall budget by 8%.

BE IT FURTHER RESOLVED that the State of Alabama should continue to support higher education in the State by making similar increases in The University of Alabama budget in subsequent years until faculty salaries have reached the stated goal of the 75th percentile of the Southern University Group, and staff salaries have reached levels competitive with the area market.

Approved unanimously by the Senate January 20 1998