

FACULTY SENATE RESOLUTION 12-10

IN SUPPORT OF A PAY

RAISE FOR FACULTY

Submitted by LSUnited, the Library Faculty Policy Committee, and the LSU Chapter of the American Association of University Professors

WHEREAS faculty salaries have been frozen since the 2009/2010 budget cycle, and

WHEREAS the cost of goods and services as measured by the southern urban average of the Consumer Price Index has increased annually over this same span of time,¹ and

WHEREAS insurance premiums for some faculty have risen,² while salaries have not, and

WHEREAS the compensation of LSU faculty has lagged behind that of several peer institutions, and continues to fall,³ and

WHEREAS the failure to adequately compensate faculty has damaging and depressing effects on faculty retirement,⁴ and

WHEREAS the number of full-time teaching faculty has declined during the current program of austerity,⁵ and

WHEREAS this decline has resulted in a rise in the ratio of students to teachers, which has, in turn, been a factor in LSU's demotion in rank among top-tier universities,⁶ and

WHEREAS the above trends are inconsistent with all Flagship 2020 goals⁷ and are detrimental to the state's future, and

THEREFORE, BE IT RESOLVED that this body directs the university administration to submit to the Faculty Senate Executive Committee no later than April 10, 2013, a credible plan for increasing the salaries of LSU faculty members, and

BE IT FURTHER RESOLVED that this increase shall reflect parity with LSU's peer institutions or the cost of living index, whichever is higher.

Notes

¹ The Consumer Price Index, averaged for southern urban areas, was 209 in August of 2009. In August of 2010, the average was 211.308; in 2011 220.471; and in 2012 223.919. (Bureau of Labor Statistics, Consumer Price Index for southern urban areas

http://data.bls.gov/pdq/SurveyOutputServlet?data_tool=dropmap&series_id=CUUR0300SA0,CUUS0300SA0.)

² In 2009/2010, nine-month employees paid \$579.57 per month for family coverage for LSU First (Cigna) coverage for Option 1 and \$508.85 for Option 2. In 2013, those employee payments will increase to \$652.69 and \$572.45, respectively. The employee share of premium payments will increase for other health insurance plans by varying amounts. (“Monthly Medical Insurance Premiums for Active Employees”

[http://appl003.lsu.edu/hrm/benefitsweb.nsf/\\$Content/Comparison+of+Medical+Plans/\\$file/Medical%20Premiums%20for%20Active%20EEs%20August%202012.pdf.](http://appl003.lsu.edu/hrm/benefitsweb.nsf/$Content/Comparison+of+Medical+Plans/$file/Medical%20Premiums%20for%20Active%20EEs%20August%202012.pdf.))

³ In 2010, the last year for which complete data are available, the average salary of a full professor at LSU was \$108,027. This average compensation was surpassed by Iowa State University (\$112,021), North Carolina State University (\$116,057), University of Illinois (\$130,045), University of Maryland (\$134,424), University of Tennessee (\$109,521), Virginia Tech (\$116,753), Texas A & M (\$119,759), and University of Nebraska—Lincoln (\$111,130). LSU’s salaries for the ranks of Associate Professor, Assistant Professor, and Instructor lagged similarly. If it is assumed that all these peer institutions have frozen their salaries, then LSU certainly continues to lag. If these institutions have not frozen the salaries of their professors, then LSU has fallen even further behind. (National Center for Education Statistics, IPEDS Data Center

[http://nces.ed.gov/ipeds/datacenter/.](http://nces.ed.gov/ipeds/datacenter/))

⁴ 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.>) The same flattening

applies to faculty in the Optional Retirement Plan, which is based on a defined contribution of 8% of salary. (Memo of 1/14/2010 from A. Stuart Cagle, Deputy Director

of TRSL

[http://appl003.lsu.edu/hrm/benefitsweb.nsf/\\$Content/Summary+of+Retirement+Benefits/\\$file/2010%202011%20Contributions.pdf](http://appl003.lsu.edu/hrm/benefitsweb.nsf/$Content/Summary+of+Retirement+Benefits/$file/2010%202011%20Contributions.pdf).)

⁵ In the academic year beginning in August 2008, the year before salaries were frozen, there was a total of 1,262 full-time faculty. By 2011, there were 1,106, a decline of 156. (LSU Office of Budget and Planning, Trend data: Personnel, Headcount <http://www.bgtplan.lsu.edu/TREND/personnel/headcount/facbyrank.pdf>.)

⁶ In 2008, LSU was ranked 130th, with a student-to-faculty ratio of 20:1. (Bill Barrow. "Top-tier ranking boost for LSU - Big strides on campus reflected, provost says." *Times-Picayune, The (New Orleans, LA)* 22 Aug. 2008, NATIONAL: 03. *NewsBank*. Web. 10 Oct. 2012.) The latest rankings place LSU in a four-way tie for 134th among top-tier universities, with a student-to-faculty ratio of 23:1. (U. S. News & World Report Best Colleges <http://colleges.usnews.rankingsandreviews.com/best-colleges>.)

⁷ Every goal in each of the four categories (Discover, Learning, Diversity, Engagement) relies heavily on faculty for its achievement. Without a faculty that feels it is valued, these goals will be difficult, if not impossible, to achieve. Comparison "latitudinally in rankings among our peers," as alluded to in the list of goals, will continue gradually to suffer under the present austerity regime. (LSU Flagship 2020: Goals, <http://www.lsu.edu/flagshipagenda/goals2020.shtml>.)