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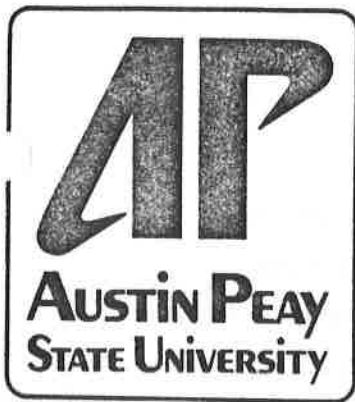
Clarksville, Tennessee 37040

Faculty Senate

MEMO TO: FACULTY
FROM: EXECUTIVE COMMITTEE OF FACULTY SENATE
DATE: FEBRUARY 16, 1984
SUBJECT: AGENDA

The faculty Senate will meet in a special called session on Thursday, February 23 at 3:15 p.m. in the Governor's Room of the University Center. Agenda for this meeting will be:

1. Resolution from ad hoc committee on salaries
2. Information about relevance of faculty concerns for accreditation for SACS committee



Clarksville, Tennessee 37040

FACULTY SENATE

PROPOSED RESOLUTION

As faculty members, we are greatly concerned about our salaries and request that you take immediate action to improve them significantly. While we are aware that faculty are not the only segment of the university whose salaries are below the averages of those at similar institutions in Tennessee, the very nature of the Faculty Senate demands that it direct its attention to matters of greatest concern to the faculty.

We are also aware that the President of this institution is not responsible for the general condition of faculty salaries in this state. All of us know that, in 1982, Tennessee faculty salaries ranked twelfth in the thirteen SREB states and that between 1980 and 1982 SREB salaries increased an average of 19.6 percent while those in Tennessee increased only 10.3 percent.

However, the President can make salary improvements a major objective at his institution. The Faculty Senate finds it extremely difficult to believe this is a major presidential objective at this university because of the following:

Among the State Board of Regents four-year institutions, APSU salaries are sixth of six at every faculty rank.

During the past ten years APSU faculty salaries relative to those of other SBR four-year institutions have deteriorated significantly. Some Group II SBR schools have managed to increase the average salaries for some ranks beyond those paid for corresponding ranks at Memphis State University, the sole Group I SBR institution. At the rank of Associate Professor the average salaries at ETSU, MTSU, and TTU are above the averages paid for that rank at MSU.

At the rank of Assistant Professor the average salary at TTU is above that rank at MSU. At the rank of Instructor the average salary at ETSU, MTSU, and TTU exceeds that at MSU. The mean salary for all ranks at TTU is more than \$800 above the mean paid at MSU. Our Group III status is not a sufficient reason for our inferior salaries.

During 1983-84 across-the-board increases were given to faculty at every SBR four-year institution except Austin Peay State University. In light of these facts we urge you:

- To establish as a primary objective the raising of faculty salaries.

- To fund percentage faculty salary increases for 1984-85 at a rate substantially higher than that of other SBR institutions.

- To calculate future percentage increases upon the total base of faculty salaries which includes academic year contracts, summer, overload, and adjunct pay; that is, assuming base pay for all faculty was \$5.5 million, other pay was \$500 thousand, and the amount of the raise was 10%, the total amount to be distributed among the faculty would be \$600 thousand instead of \$550 thousand.