

**Call for a Faculty Salary Compression Update  
by the University of South Carolina Faculty Senate  
as Proposed by the Faculty Budget Committee (FBC)**

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May 22, 2015

The Faculty Budget Committee, with assistance from the Provost's Office, has studied data from the Oklahoma State Salary Study which looked at salaries for all universities similar to the University of South Carolina. The Oklahoma State Salary Study comes out annually with updated average faculty salaries by academic unit and rank. The FBC has concluded that the hiring of new faculty both for replacement of the retired faculty members and the faculty replenishment initiative has compressed the base salaries of the long-standing productive faculty members at the University of South Carolina. This compression is more severe in some academic units than others and in some ranks (Assistant Professors, Associate Professors, or Professors) within particular units.

In June 2013, the Faculty Senate voted in favor of a resolution from the FBC that salary compression for faculty members must be solved within three years. The Provost's Office allocated the first 1/3 of the necessary funds, which in Fall 2013 enabled the University to address salary compression in those academic units and ranks with the most severe compression based on the Oklahoma State Salary Study. This measure was greatly welcomed by faculty members, department chairs, and deans. In June 2014, the Faculty Senate voted in favor of a resolution from the FBC that the second year of the compression allocations be continued. However, budgetary constraints prevented these allocations from materializing during the 2014-2015 academic year.

*The FBC has now resolved that salary compression for faculty members must continue to be addressed. We recommend that the second year of the allocations should address compression in those academic units and ranks with the next most severe level of compression based on the most recent Oklahoma State Salary Study. The third year allocations should address the remaining faculty salary compression issues based on the most recent Oklahoma Salary Study. The FBC recommends that the Provost's Office provide the heads of each academic unit with guidelines for allocation of the compression funds. The FBC further suggests that if a faculty member eligible for a compression raise is deemed by the Provost's Office to be consistently under-performing in teaching and scholarship (as documented by student evaluations, Tenure & Promotion reviews, and/or post-tenure reviews), then the amount in question be allocated to the next compressed productive faculty member(s) within that faculty member's department.*

At this point, the FBC requests that the Faculty Senate endorse the above recommendations prior to them being forwarded to the Administration of the University of South Carolina. The Faculty Budget Committee also supports merit raises and cost of living adjustments, but views compression as the most pressing issue at this point in time. If a salary raise pool is available for 2015-2016, we recommend that salary compression allocations be made first, and that any remaining funds be used for allocating merit raises and/or cost of living adjustments.