

TO: President James B. Holderman DATE: June 2, 1988

FROM: The Faculty Budget Committee
 Keith Davis, Chair *Keith*

Recommendations Concerning Budget Priorities for 1988/89.

1. The Committee is appreciative of your continuing efforts to secure funding from the General Assembly to raise faculty salaries to at least the Southeastern average.
2. We urge that funds be allocated from the new state appropriation and from a tuition increase--if necessary--so that the total pool for faculty salary raises (including promotion increments and funds assigned to the reduction of inequities) not be less than 8% of the salary base for 1987-88.
3. The committee strongly urges that any funds for faculty salaries beyond the four per cent specifically earmarked for unclassified state employees be used to deal with salary inequities in relationship to the faculty member's long term contributions to the University of South Carolina. The kinds of inequities that we are concerned with have developed because new hires have had to be made at salary levels in a nationally competitive marketplace whereas continuing faculty have been restricted in level of salary increases available. In this situation the salary levels within a department may well not reflect informed judgments of the relative contributions of the faculty to the University's mission. Another type of inequity arises from previous restrictions in the amount or percentage of raise possible for persons promoted which applied in some years but not in other years. These examples are not exhaustive but rather are intended only to indicate the type of cases. In general, the inequities that we refer to have been recognized by Department Chairs and Deans but funds have not been available to allow more than a token attempt at redress, and in 1987-88 no funds were available centrally to deal with these cases. While the committee has no way to know the full magnitude of this problem, we have reason to believe that it is considerable. We, therefore, urge that an additional 4% be set aside to deal with the most significant and urgent such cases.
4. We further urge that any new funds that remain for allocation after meeting the existing commitments such as
 - a) those for faculty salary increase
 - b) those for minority recruiting
 - c) those to maintain library acquisitions on a par with 1987-88.

be allocated to Colleges, Schools, and Academic units in order to restore, partially, the budget cuts suffered during the 1986-87 and 1987-88 academic years.