

**Call for a Faculty Salary Compression Update
by
the USC Faculty Senate
as Proposed by the Faculty Budget Committee (FBC)**

March 25, 2013 – updated May 2013

The Faculty Budget Committee has been studying data from the Oklahoma State Salary Study which looked at salaries for all universities similar to the University of South Carolina during the year 2012-2013. The Oklahoma State Salary Study comes out annually with updated average faculty salaries by academic unit and rank. The Faculty Budget Committee has concluded that the hiring of new faculty both for replacement of the many 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, Associate or Full professors) within particular units.

The Faculty Budget Committee has resolved that salary compression for faculty members must be addressed. Salary compression relief must be given to faculty whose performance is satisfactory and whose salary is lower than the mean for the equivalent unit at peer/peer aspirant institutions.

If funding is available, the Faculty Budget Committee recommends that the compression issues be addressed in one year but if not, compression issues must be resolved within three years.

If compression issues are resolved over a three year period, the first year would address compression in those academic units and ranks with the most severe compression based on the most recent Oklahoma State Salary Study. The second year allocations would 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 would address the remaining faculty salary compression issues based on the most recent Oklahoma Salary Study. The Faculty Budget Committee further recommends that the Provost's Office provide the heads of each academic unit with guidelines of how to allocate the compression funds.

At this point, the Faculty Budget Committee 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 would also support cost of living adjustments but view compression as the most pressing issue at this point in time.