

1-1-2004

# AY 2003/2004 USF: Dead last in Faculty Salaries!

Faculty Senate

Follow this and additional works at: [http://scholarcommons.usf.edu/fs\\_pubs](http://scholarcommons.usf.edu/fs_pubs)

---

## Scholar Commons Citation

Faculty Senate, "AY 2003/2004 USF: Dead last in Faculty Salaries!" (2004). *Faculty Senate Publications*. Paper 161.  
[http://scholarcommons.usf.edu/fs\\_pubs/161](http://scholarcommons.usf.edu/fs_pubs/161)

This Article is brought to you for free and open access by the Faculty Senate at Scholar Commons. It has been accepted for inclusion in Faculty Senate Publications by an authorized administrator of Scholar Commons. For more information, please contact [scholarcommons@usf.edu](mailto:scholarcommons@usf.edu).

## **USF: Dead last in Faculty Salaries!**

We all know that faculty salaries at USF don't hold up well nationally. But did you also know that among Florida doctoral universities, we rank dead last?

*Below University of Florida*  
*Below Florida State*  
*Below Central Florida*  
*Below Florida International*  
*Below Florida Atlantic*

At the Assistant and Associate Professor level, you can add FAMU to that list.

Take a look at the 2002 Faculty Salary Peer Comparison (excluding Medical Schools), developed by the USF Provost's Office and posted on the Faculty Senate's Website: <http://www.lib.usf.edu/usf-fs/ay0304/fs-agendas/USFFacultySalaryPeerComp2002.pdf>

Of course averages don't tell the whole story. But consider this: It would take over \$1.5 million to raise our average to that of FAU, almost \$7 million to catch UCF, and almost \$21 million to equal our eventual Big East "peer," the University of Connecticut.

We've come to accept that non-competitive salaries are because of state-level decisions, and that's certainly a reason. But clearly, UCF and other Florida schools have made internal decisions to take this problem seriously, and they have taken action. In contrast, while working in central administration, I presented figures on USF salaries to administrators in October 2000. Those figures showed exactly what we see now, except that the gaps are now larger. The President responded very positively, initiating the much-welcomed additional promotion-related salary increase, with the understanding this would be a first step in addressing the problem. But since then, the momentum has slowed. For example, while average salaries of USF full Professors have risen by \$7,000 since 2000, those at UCF and UF have climbed by \$13,500.

USF accepts that top administrators and athletics coaches must be paid competitively; what about faculty?

### ***Finally, Salaries now a Priority***

This year, the USF administration has recognized that faculty compensation must be a priority if we are to remain a competitive Research University.

Along with my comments at the last Board of Trustees meetings, we heard clear statements from the President, Interim Provost, and Board Members that salaries *must* be addressed. Indeed, the USF 2002-2007 Strategic Plan requires it – it is one of the few goals in the plan that USF failed to meet.

On January 21, the Faculty Senate passed a resolution calling on the administration to develop a systematic plan by the end of this year, involving faculty input (see below). Developing such a plan is complex. It must address many issues, not just averages – from gender inequity, to compression, and of course merit. I do believe we now have administrators with the will to address this – but we need to keep the pressure on, and we need to stay involved.

### ***What can you do?***

- Have you lost colleagues because of poor salaries here? Let me know, and let the administration know
- What is the impact of low salaries on morale and the everyday faculty experience?
- Have your college governance bodies addressed this, and added their voice?
- What are your ideas about the key salary issues that need to be addressed?

In the Faculty Senate, we will keep asking questions, and we will work with the administration to solve the problem. Faculty are not only the academic heart of the university, they are also the primary producers – of credit hours, graduates, research funds, and scholarly contributions. The success of any university depends on a vibrant, motivated faculty who feel rewarded for a job well done.

If you have any comments or ideas, please email me at the address below.

### **Resolution, passed by USF Faculty Senate, January 21, 2004**

Whereas: Faculty compensation at USF is unacceptably low, placing us well below peers nationally and regionally, and ranking lowest among doctoral level institutions in Florida.

Be it resolved that the USF Faculty Senate urgently requests action on the part of the USF administration and Board of Trustees. This action should take the form of a plan to begin addressing the issue of faculty compensation, to be acted upon by the end of this academic year. The goal of this plan should be, at minimum, to meet the 2002-2007 USF Strategic Plan benchmark of raising the weighted mean salary by approximately one-third. Any such plan and action must involve full consultation with faculty representatives, selected under the auspices of the Faculty Senate.

\*\*\*\*\*

**S. Elizabeth Bird**  
**Professor and Chair: Department of Anthropology**  
**President: USF Faculty Senate**  
**University of South Florida**  
**SOC 107**  
**4202 E. Fowler Ave.**  
**Tampa, FL 33620**  
**Phone: (813) 974 0802**  
**E-mail: [ebird@cas.usf.edu](mailto:ebird@cas.usf.edu)**