

SMSU
SALARY REPORT
2002-2003

Prepared by
The Planning Committee for Faculty Salaries
A Committee of the SMSU Faculty Senate (2002-2003)

Members
Thomas Wyrick (chair)—Economics
Carol Anne Costabile-Heming—Modern & Classical Languages
Sandra Wegner—Educational Administration
Juris Zarins—Sociology & Anthropology
Lois Shufeldt—Faculty Senate Chair, *ex officio*
John Hoftyzer—Budget & Priorities Committee, *ex officio*

**Presented to the SMSU Faculty Senate
during its meeting of
April 2003**

A YEAR OF TIGHT MONEY

“Our biggest challenge—as everyone knows—is money.”

Barbara Burns—President, SMSU Board of Governors
Faculty Senate meeting (January 6, 2003).

“If you have X number of institutions and Y need to be shut down, maybe we need to close MU and keep Southern and SMS.”

John Keiser—President, SMSU
Springfield News-Leader (February 22, 2003).



Southwest Missouri State
U N I V E R S I T Y

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April 10, 2003

To: Lois Shufeldt, Faculty Senate (Chair)

From: Tom Wyrick (Economics)
Carol Anne Costabile-Heming (Modern & Classical Languages)
Sandra Wegner (Educational Administration)
Juris Zarins (Sociology & Anthropology)
Lois Shufeldt (Faculty Senate Chair, *ex officio*)
John Hoftyzer (Budget & Priorities Committee, *ex officio*)

Subject: "SMSU Salary Report 2002-2003"
from the Planning Committee for Faculty Salaries

On behalf of the *ad hoc* Planning Committee for Faculty Salaries, I am sending you our report on the salary situation here at SMSU.

Our report examines several issues. First, it documents SMSU's recent salary policies and how they have operated in practice. Second, it compares SMSU salaries to those at other institutions. In most disciplines and at most ranks, SMSU salaries fall below Roles and Rewards target levels. Third, it examines SMSU operations to better understand the forces which prevent salaries from being increased. Finally, it recommends several policies which, if adopted, would permit SMSU to raise salaries to national levels over a three-year period.

I hope this fulfills your expectations of our Committee. We will, of course, be available to discuss these matters with the you, the Faculty Senate, or others.

Thank you.

The following documents comprise the remainder of this report:

- 1) **Salaries.pdf**
- 2) **Table 4.pdf**
- 3) **Table 5.pdf**
- 4) **Appendix B.pdf**