

Faculty Senate Resolution on Pay Equity

Whereas "pay equity" is simply defined as the concept of compensating employees from like academic units who have similar job functions with equal pay, regardless of their gender, race, ethnicity, or other status;

Whereas establishing "pay equity" in higher education involves comparing an institution's publicly available salary data and data made available by the College and University Professional Association for Human Resources (CUPA-HR, or just CUPA); and

Whereas the [Faculty Handbook](#) states that "it is the ideal of Missouri State University to attain throughout the University, essential parity in salaries among faculty members with comparable backgrounds and responsibilities" and that "Improvement of faculty salaries shall receive high priority each year in budget construction" (section 5.1); and

Whereas university administration regularly recognizes that university employees need to maintain competitive salaries:

- [Clif's Notes, October 2018](#): "Compensation remains a concern for the board and the administration, and we will continue to prioritize compensation increases as we develop budgets in the future";
- [Clif's Notes, December 2020](#): "University leadership and the board are committed to making Missouri State a great place to work. We know that compensation plays a big role"
- [Clif's Notes, March 2024](#): "One of our goals is to work to ensure Missouri State University maintains competitive salaries for all our employees"

Whereas inflation as determined by the Consumer Price Index (CPI) and reported by the [State of Missouri Tax Commission](#) has increased rapidly over the last few years, specifically at these rates:

- 2018 percent change from previous year: +1.9%
- 2019 percent change from previous year: +2.3%
- 2020 percent change from previous year: +1.4%
- 2021 percent change from previous year: +7.0%
- 2022 percent change from previous year: +6.5%
- 2023 percent change from previous year: +3.4%; and

Whereas "across-the-board" (ATB) salary increases for faculty, per Financial Services, has not kept pace with CPI, specifically at these rates:

- 2018 ATB pay increase equaled 0%
- 2019 ATB pay increase equaled 1% + \$600
- 2020 ATB pay increase equaled 1.9%
- 2021 ATB pay increase equaled \$600
- 2022 ATB pay increase equaled 3%
- 2023 ATB pay increase equaled 4%
- 2024 ATB pay increase equaled 5%; and

Whereas annual surveys conducted both by Faculty Senate and the university year after year indicate that faculty are routinely disappointed by their low standard of pay as compared against CUPA peer institutions; and

Faculty Senate May 2024 Agenda Attachment 1

Whereas per the most recent report of the [Faculty Senate Committee on University Budget & Priorities](#), CUPA data identifies the following salary inequities:

- Assistant professors are underpaid on average by about \$2,000
- Associate professors are underpaid on average by about \$2,000
- Full professors are underpaid on average by about \$4,000
- Instructors and Senior Instructors are underpaid on average by about \$10,000
- Clinical assistant professors are underpaid on average by about \$6,000
- Clinical associate professors are underpaid on average by about \$6,000; and

Whereas per the most recent report of the [Faculty Senate Committee on University Budget & Priorities](#), over a 6-year period from 2018-2023, pay equity distribution by college appears to be inequitable (page 12); and

Whereas per the most recent report of the [Faculty Senate Committee on University Budget & Priorities](#), pay equity disbursements favor non-instructional personnel over faculty, both in terms of total number of salaries adjusted and in total dollars spent (page 15); and

Whereas equity adjustments are the only means (other than promotion) for faculty to increase their base salary.

Therefore, be it resolved that the Faculty Senate charges the Faculty Senate Executive Committee to create an *ad hoc* committee for AY 24-25 that comprises campus stakeholders, including faculty, department heads, deans, the Office of the Provost, and the Office of the President, to devise an objective and fair, mutually agreeable, faculty equity pay system that relieves the individual faculty members of the burden of demonstrating inequity by developing a formula-based system funded by central administration (not cost-centers, so inequities between cost centers can be mitigated) through which central administration can rationally distribute equity raises, strictly on the basis of the severity of underpayment; and

Therefore, be it finally resolved that the *ad hoc* committee present to the Faculty Senate by no later than the March 2025 meeting a fully detailed equity pay system with timelines, expectations, and ongoing funding sources.