

Faculty Senate

M 2023?? A: Motion to Recommend Salary Raise Distribution for FY 2024

Originator: Budget and Finance Committee

Whereas,

The sustainability of the human capital (staff, faculty, and administrators) at The University of Memphis is crucial to the continuous growth and maintenance of R1 status.

Whereas,

The inflation rate was 6.5 percent for the 12 months ending December 2022. The Consumer Price Index (CPI) is expected to remain at the same or even higher rate in 2023.

Whereas,

Governor Lee submitted a budget proposal for Fiscal Year (FY) 2023-2024, which includes a total raise pool of 5% for higher education employee for the next fiscal year. The final state budget signed into law by the legislature and governor may include a salary raise pool of 5%.

Whereas,

The Budget and Finance Committee (B&FC) of the Faculty Senate anticipates an adequate response from The University of Memphis—given university growth, the inflation rate of 6.5%, the R1 status, and expected state approval of a 5% salary increase.

Whereas,

The Faculty Senate passed a compensation motion in 2019 and 2022 recommending the following priority list for annual salary raise distributions: across the board raises equal to the rate of inflation, salary compression, equity, and merit raise—in this order.

Be it resolved that,

The B&FC, following the compensation motion approved by the Faculty Senate in 2019 and 2022, makes the following recommendations for the distribution of the expected and approved 5% salary-raise pool:

1. The University of Memphis should fully fund and allocate the entirety of the approved salary pool. The portion not completely funded by the state should be funded from internal resources/funds.

2. The total wage/salary pool for the entire university should be allocated into three distinct pools for administrators, faculty, and staff. Salary increases within each group should be funded only from that pool, and funds from one segment should not be reallocated to another without clear reasons and justifications.
3. The state's approved 5% increase of the salary pool should be allocated as follows.
 - A. A fixed amount salary raise equal to 5% of the average salary for all faculty in 2022 regardless of rank and based salary. The average salary of all faculty (818, instructors, assistant, associate, and full professors) for The University of Memphis as of December 2022 is \$79, 806.29 according to the OIR's Faculty Salary Analysis for 2022. Thus, the proposed fixed amount of raise for faculty is \$3990.31 ($79,806.29 * 5\%$).
 - B. If The University of Memphis plans to give additional raises to the faculty, such as for salary compression, equity, and merit, then the university should allocate the funds from other sources and use them for these purposes.

Recipients:

Bill Hardgrave, President

Abby L Parrill-Baker, Provost, and EVP

Raaj Kurapati, CFO and EVP

Motion ### 3//28/2023

Vote: # For, # Against, # Abstain