

WHEREAS faculty salaries have not kept up with the cost of living for at least the past 10 years or with the consumer price index, a key measure of inflation, which has more than tripled since 2020 resulting in an overall decrease in earnings, creating salary deficits and financial hardship relative to both colleagues at peer institutions and to the workplace market in general, and exacerbating the University of South Alabama faculty pay deficiency, and

WHEREAS faculty salaries are a vital tool for the recruitment and retention of top Faculty commensurate with the “flagship” status of the University of South Alabama, and WHEREAS annual cost of living adjustments assures Faculty that in a dynamic economy, they will have some minimal salary security, and

WHEREAS an investment in Faculty salaries recognizes the value of the Faculty, who promote and deliver the educational mission, and who are the bedrock of the University of South Alabama,

THEREFORE, BE IT RESOLVED The Faculty Senate requests the President and the Board of Trustees to budget for annual cost of living adjustments, equal to at least the Social Security annual cost of living adjustments, for all Faculty, beginning with the 2024 2025 budget, and enact an action plan to bring faculty salaries to at least the mean of faculty in peer institutions.

Sincerely,

Dr. Donna Streeter
Associate Professor, College of Nursing
Faculty Senate President

UNIVERSITY OF SOUTH ALABAMA FACULTY SENATE
Mobile, Alabama 36688-0002
facultysenate@southalabama.edu | SouthAlabama.edu