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Resolution Supporting Adjustments in Staff Salaries

USM Faculty Senate

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Resolution Regarding Staff Salaries

It is our belief that staff compensation at the University of Southern Mississippi has been low historically in comparison with compensation for comparable work at colleges and universities in the Gulf South Region.

The contributions staff make to the success of USM faculty and students are notable. Staff are often the first responders to questions and concerns students may have. They attend to physical environments to assure those environments are conducive to learning and discovery. Staff provide direct support to faculty on many projects and initiatives. Succinctly put, staff are essential to the success of the University of Southern Mississippi. Members of the Faculty Senate support efforts to adjust staff compensation upward to more accurately reflect market salaries and to assure members of the USM staff receive compensation that recognizes their essential roles as members of the USM family. Further, the Faculty Senate supports upward adjustments in staff compensation to assure staff receive wages and benefits that will provide for a satisfactory standard of living.

In the context of previous paragraphs, members of the Faculty Senate urge the Administration to undertake a timely study of market compensation averages of staff in time to make appropriate and competitive adjustments for USM staff for FY 2009.

The resolution was moved by Senator Smith, seconded by Senator O'Brien, and passed without dissent.