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Addressing Pay Disparity

USM Faculty Senate

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Pay Raises – Resolution 4-1-11

The Faculty Senate believes that The University of Southern Mississippi needs to address the growing disparity between salaries at USM and salaries at similar institutions or face the further loss of valuable faculty. Therefore, the Faculty Senate urges The University of Southern Mississippi to make pay increases for faculty (including regular merit and equity pay increases) a top priority. To begin to address the pay disparity, we encourage the university to continue the early retirement incentive program for at least another year and to devote these resources, as well as all other available funds from cost savings through cutbacks, endowments, and increases in state funding, to improving faculty salaries and addressing pressing concerns about salary inversion and compression.