

5-1-2015

# Salary Compression and Inversion Resolution

USM Faculty Senate

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## Recommended Citation

USM Faculty Senate, "Salary Compression and Inversion Resolution" (2015). *Faculty Senate Resolutions*. Paper 61.  
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THE UNIVERSITY OF  
SOUTHERN MISSISSIPPI

FACULTY SENATE RESOLUTION #5, 2014-2015

**Authored by: Dr. David Holt, Chair, Academics and Governance Committee**

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Introduced by: Faculty Senate Committee: Academics and Governance

A FACULTY SENATE resolution in support of **protecting existing faculty salaries against salary compression and salary inversion.**

WHEREAS, Faculty morale is key to faculty investment to the university, faculty service to the university, successful retention and recruitment of students, and overall health and wellbeing of the university; and,

WHEREAS, Faculty morale can be adversely affected by salary inversion (new hires being hired at higher rates than existing faculty) and salary compression (the closeness in range of salary between experienced faculty and newer faculty); and,

WHEREAS, New hires are typically hired at CUPA averages or market value, and while these higher salaries are in the best long-term interest of the University, it creates compression and inversion because existing faculty are still at the rates they were several years ago because annual raises have been sparse; and,

THEREFORE BE IT RESOLVED THAT, FACULTY SENATE is fully aware of budgetary constraints but endorses efforts to address the issues of salary inversion and salary compression which will have positive impacts to faculty morale; and,

THEREFORE BE IT RESOLVED THAT, FACULTY SENATE recommends that the alleviation of salary inversion and compression be a priority and a significant consideration whenever possible in budgetary allocations; and

THEREFORE BE IT RESOLVED THAT, FACULTY SENATE urges that efforts to alleviate salary inversion and compression become a line-item consideration in each annual budget; and,

THEREFORE BE IT FINALLY RESOLVED THAT, copies of this resolution shall be sent to the Faculty Senate, Gulf Coast Faculty Council, Provost, Vice President of the Gulf Coast, Vice President of Finance, and President.