



**Requesting Unit:** Faculty Senate Compensation Committee

**Title of Request:** Compensation Proposal for FY25

**Brief Description:**

FY25: The Faculty Senate Compensation Committee supports the addition of the 2.5% “Cost of Living Increase” to the “Cost to Continue” section of the current budget as proposed by the Budget Review Committee. As proposed, an additional 2.5% to all salaries would be included in the annual budget as a continuing cost of operating, like utilities, insurance, etc. However, it is important that this does not preclude faculty voices being heard in future budget discussions.

Given the Bureau of Labor Statistics (BLS) report of 3.4% inflation in calendar year 2023, the governor’s 3.2% salary increase for other state employees after an 8.7% salary increase in 2023, the Faculty Senate Compensation Committee requests an additional 1.5% salary increase on top of the proposed 2.5% “Cost of Living Increase” for all faculty, adjunct faculty, and graduate assistants. Other state employees will have received an 11.9% salary increase in the last two years, whereas Southeast employees will have received 8% (if given the requested 4% raise for FY25). That is a 3.5% difference between other state employees and this institution. According to the BLS inflation has risen 24.6% since 2017, whereas faculty salaries have risen 9%.

Additionally, the Faculty Senate Compensation Committee fully supports the CTS Staff Council and Professional Staff Council’s request of an additional 1.5% salary increase in addition to the “2.5% Cost to Continue” proposal and their future objectives for FY26.

**Rationale:**

The faculty recognize the budget challenges of the university. Additionally, faculty appreciate the university’s commitment to fulfilling the 2019/2020 equity study conducted by Evergreen Solutions, which showed a 15.7% average below market. To be in a reasonable range of equity, it is important to continue to fund annual raises across the university.

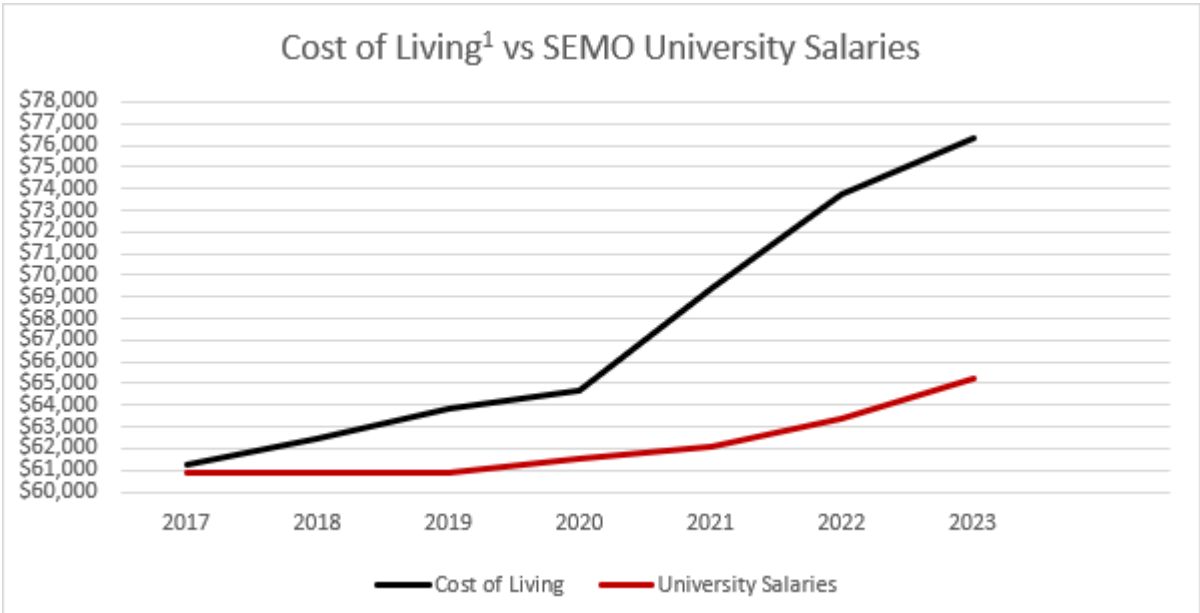
An annual cost of living allows employees to sustain minimum financial stability as they continue to have increased workloads for baseline compensation. With the annual cost of living, employees are not perceived as being a financial burden to the university. Despite the obstacles the university experiences, faculty and staff will continue to actively support the university and the students. Faculty are willing to engage in the difficult conversations surrounding the budget

over the upcoming years and will continue to help make the university a successful institution for students, faculty, staff, administration, and the community.

The following demonstrates an eight-year period showing percentage of raises and cost of associated inflation:

| Fiscal Year  | Salary Increase | BLS Inflation Report |
|--------------|-----------------|----------------------|
| 2017         | 1.5%            | 2.1%                 |
| 2018         | 0%              | 1.9%                 |
| 2019         | 0%              | 2.3%                 |
| 2020         | 1% or \$700     | 1.3%                 |
| 2021         | 1% midyear      | 7.2%                 |
| 2022         | 2%              | 6.4%                 |
| 2023         | 3.5%            | 3.4%                 |
| 2024         | 4%              | —                    |
| <b>Total</b> | <b>9%*</b>      | <b>24.6%</b>         |

\*Total salary increase does not include equity salary study increases



<sup>1</sup>Cost of Living according to the Bureau of Labor Statistics Inflation Report, Jan 2024

This gap was particularly noteworthy when the pace of inflation accelerated to 7% in 2021, which was the highest rate experienced since 1982. This is without considering the negative effects from market pay and the increasing cost of health care benefits, which are climbing significantly faster than inflation.

Therefore, the Faculty Senate Compensation Committee, with the unanimous support of the Faculty Senate, would like to request the following for consideration for FY25:

- Base salary increases of 4% for all faculty, adjunct faculty, and graduate assistants for FY25.
- Base salary increases of 4% for all employees as requested by CTS Staff Council and Professional Staff Council.
- Full support for the future objectives of both CTS Staff Council and Professional Staff Council.

**Budget Request:**

| <b><u>FY25 Request</u></b>                                    | <b><u>Estimated Cost</u></b> |
|---|------------------------------|
| 4% base-pay increase for all faculty* and graduate assistants | \$1,538,364                  |
| 4% base-pay increase for adjuncts                             | <u>\$62,650</u>              |
| Total   | \$1,601,014                  |

\*Full-time RNTT, TT, and Tenured faculty will receive a base increase of 3.5% (87.5% of the 4%). The remaining 0.5% would be used to fund post-professorial merit per the faculty senate handbook.