

FACULTY SALARIES

WHEREAS, faculty at Oklahoma colleges and universities on average earn 82.7 percent of the national faculty salary, and;

WHEREAS, the average salary for all workers in the nation has risen 10 percent when adjusted by inflation over the last five years compared to a 3.3 percent increase for faculty at Oklahoma colleges and universities, and;

WHEREAS, additional higher education funding is needed to provide salary increases for full-time faculty: \$3.7 million for a 1 percent salary increase, \$11.1 million for a 3 percent salary increase, and \$18.5 million for a 5 percent increase, and;

WHEREAS, the noncompetitive faculty salaries and inadequately funded Oklahoma Teachers Retirement System negatively impact Oklahoma's ability to retain and recruit faculty in the national market, and;

WHEREAS, Oklahoma colleges and universities must be able to compete for the best and brightest faculty by offering competitive salaries, just as businesses recruit top managers by providing competitive salaries and benefits.

NOW, THEREFORE BE IT RESOLVED by the Student Advisory Board and the Faculty Advisory Committee to the Oklahoma State Regents for Higher Education:

1. That the Governor and Oklahoma Legislature appropriate sufficient funding to higher education that will allow competitive salary increases for faculty at Oklahoma colleges and universities.
2. That the Governor and Oklahoma Legislature be urged to support salary increases that will allow Oklahoma the ability to recruit and retain both K-12 teachers and higher education faculty.
3. That the State Regents' request for \$215.7 million in new funds which provides for a 4 percent increase in faculty and staff salaries (\$29.3 million) be supported.

Jennifer Barnett, Chairman
Student Advisory Board

David Buchanan, Chairman
Faculty Advisory Committee

Meeting joint session January 22, 2000