

SUSTAINING QUALITY FACULTY

WHEREAS, the 2000 Faculty Opinion survey indicates that the three top faculty concerns are salaries, benefits and the attraction and retention of faculty, and;

WHEREAS, the average salary for a full-time faculty at Oklahoma four-year institutions is \$50,805 compared to \$59,079 nationally, and the average salary for faculty at Oklahoma two-year institutions is \$38,250 compared to \$46,060 nationally, and;

WHEREAS, states such as Georgia, Iowa, Michigan, North Carolina and Virginia are requesting that lawmakers increase faculty pay substantially, and;

WHEREAS, the 2000 Oklahoma Legislative Session provided substantial salary increases for K-12 teachers but did not provide for similar, competitive adjustments in faculty salaries, and;

WHEREAS, the recent increase in the cost of health insurance benefits and projected increase in Oklahoma Teachers Retirement (OTRS) will likely lower compensation without any increase in benefits thus making faculty compensation less competitive, and;

WHEREAS, Oklahoma faculty salaries and benefits do not allow competitive recruiting in the national market, and;

WHEREAS, a 1999 survey conducted by the Higher Education Research Institute at the University of California at Los Angeles noted that nearly 33 percent of the nation's full-time faculty are at least 55 years old compared to only 25 percent a decade ago, and;

WHEREAS, 27 percent of Oklahoma's full-time faculty will qualify for retirement in the next five years, and;

WHEREAS, Brain Gain 2010 and increased higher education enrollment will require new faculty at a time when faculty are retiring in disproportionate numbers and the State's recruitment competitiveness is low.

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 State Regents' request for \$150 million in new funds which provides for a 5 percent increase in faculty and staff salaries (\$37.5 million) be supported.

Chris Smith, Chairman
Student Advisory Board

Hugh Benson, Chairman
Faculty Advisory Committee

Meeting in joint session January 21, 2001.