

**Joint Resolution No. 5**  
**FACULTY RETENTION**

WHEREAS, the State Regents' Brain Gain 2010 goal is to increase the number and proportion of Oklahomans with a college degree; and,

WHEREAS, the production of college graduates who can compete in the world market is dependent upon retaining Oklahoma's 12,000 faculty for Oklahoma's 221,000 students and attracting top faculty.

WHEREAS, Oklahoma's average faculty salary is low – \$52,500 for Oklahoma four-year universities compared to \$57,500 for the southern states and \$61,100 for the nation; \$36,800 for two-year colleges compared to \$41,000 for SREB states and \$46,100 for the nation.

WHEREAS, Oklahoma faculty salaries have become less competitive – the gap between Oklahoma and national salaries for comprehensive, regional, and two-year institutions has increased between 1996 and 2002; and,

WHEREAS, many campuses are faced with large numbers of faculty retirement in the next three years at a time of poor revenue outlook

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

1. THAT the State Regents and the State System secure and focus funding at levels sufficient to ensure competitive faculty and a quality higher education system.
2. THAT state leaders be informed of the urgency of competitive faculty compensation in light of the state's Brain Gain goals, the increased higher education demand, and the potential crisis associated with the pending wave of faculty retirements.

---

Asher Killian, Chairman  
Student Advisory Board

---

Al Schwarzkopf, Chairman  
Faculty Advisory Council

Meeting in joint session on February 16, 2003.