

**A Faculty Senate
RESOLUTION
Related to Faculty Pay and Summer Salary Reductions
Stephen F. Austin State University
Nacogdoches, Texas
11 April 2012**

Whereas summer faculty compensation, though not guaranteed (cf. policy E-71.6.c and A-18A), has been traditionally used by faculty to supplement low base salaries, which are among the lowest of institutions of higher education in the State of Texas,

Whereas student enrollment remains at or near all-time-record levels,

Whereas the summer 2012 compensation reductions negatively affect the morale of the faculty,

Whereas Strategy 1 of Initiative 2 of *Strategic Plan 2013: Preparing for the Future* states that a goal of the University is to “make [faculty and staff] compensation the highest budgetary priority,”

Recognizing that the global, national, and statewide economic recession has forced the University to make financial sacrifices in order to maintain institutional effectiveness,

Recognizing that the administration has endeavored successfully thus far to preserve faculty jobs in an unfavorable economic climate,

Recognizing that the Board of Regents approved, at the request of President Pattillo, a mid-year bonus for faculty,

Therefore, be it Resolved that:

The Faculty Senate of Stephen F. Austin State University recommends that the University return in 2013 to the summer compensation scheme as outlined in the current policy E-71 (October 12, 2009 revision).

Be it further resolved that:

The Faculty Senate of Stephen F. Austin State University recommends that the University increase base-salary compensation for faculty members as soon as economic conditions permit.

The Faculty Senate of Stephen F. Austin State University recommends that the University administration apprise the faculty of future budgetary developments, especially related to pending changes in compensation so as to allow timely adjustments to family budgets.