

### **SR03-12 Analyses of LSU Salary Data**

**(Paul Bell, author)**

*Whereas*, the Faculty Senate has little expertise in the study of salaries even though such study can provide the body with useful information for helping set LSU budget and policy;

*Whereas*, a study of faculty salaries may help pinpoint faculty rank, discipline, or other groups in particular need for equity raises;

*Whereas*, LSU and the Board of Regents utilize regional comparisons of faculty salaries to assess LSU salaries, additional study of the comparisons are required to examine the effects of including compensation and the use of other regional or national peer groups;

*Whereas*, a study of salary data may be helpful for new and old faculty in salary negotiations;

*Whereas*, the type of efforts by the Office of Budget and Planning in conjunction with deans to present summary statistics of faculty salaries are valuable, these efforts need further development via a joint effort between a liaison from OBP and the Faculty Senate;

*Whereas*, evidence of a disproportionate increase in salaries of some administrators across the last decade has been found, a rigorous examination of this issue is needed; and

*Whereas*, faculty\*s supposedly greatly improved state of salary compensation in the last few years has been noted, this data must be examined in a more thorough fashion;

*Therefore, be it resolved* that a study of salary data of faculty and unclassified staff partitioned by discipline be conducted by the Committee on Review and Long-Range

Planning. The Office of Budget and Planning will be asked to provide a liaison to the committee. The topics of study will be determined by the committee, but may include a review of data from the last 15 years. The committee will prepare the following reports for the Faculty Senate: a progress report in January 2004; a draft of their study in April 2004; and the final report in September 2004.