

Proposed Motion to the *Palmetto College Campuses Faculty Senate*
Palmetto College Campuses Faculty Senate
University of South Carolina

Brief Title of Motion	Resolution on Salary Inequity
Committee Proposing Revision	PCCFS Welfare Committee
Date of Presentation to Senate	February 10, 2017
Senate Approval Date	April 7, 2017

Rationale for Proposal

Palmetto College full-time instructor and tenure-track/tenured faculty salary has routinely lagged behind that of full-time instructor and tenure-track/tenured faculty at institutions identified as our peers by the Chancellor’s office; and

Full-time instructor and tenure-track/tenured faculty have repeatedly identified low salary as one source of lower job satisfaction and a motivation for pursuing employment elsewhere.

Summary of Proposal

The Palmetto College Campuses Senate urges the PCCFS Chair to deliver this resolution to the Palmetto College Chancellor and campus deans and to urge the Chancellor and deans to commit to raising full-time instructor and tenure-track/tenured faculty salary until average Palmetto College faculty salary, by rank, is equal to the average salary, by rank, at our peer institutions by the beginning of the 2018 school year.

The Palmetto College Campuses Senate urges the Palmetto College and campus-specific administrations to commit to additional ways of increasing salary equity and full-time instructor and tenure-track/tenured faculty satisfaction such as: 1) greater flexibility in work schedules; 2) decrease in faculty teaching load and/or contact hours where appropriate/feasible; 3) adjustment to the calculation of science faculty contact hours so that they are more in line with non-science faculty contact hours; 4) tuition assistance for members of faculty families.

The Palmetto College Campuses Senate requests the Palmetto College and campus-specific administrations to provide, in writing to the senate, details of current campus-specific policies, procedures, and processes for requesting and obtaining a salary increase by the Palmetto College Campuses Faculty Senate meeting immediately following the meeting in which this resolution is approved by the Senate.

The Palmetto College Campuses Senate urges the Palmetto College Campuses Faculty Senate Welfare Committee to inform faculty across Palmetto College Campuses about salary-related issues via the dissemination of information such as: 1) the current policy on salary increases; 2) information related to cost of living compared with where peer/aspirational institutions are located; 3) potential methods and techniques for requesting salary increases.