Proposal for a Mid-Year Salary Raise

(passed by the Faculty Senate, December 3, 2003)

WHEREAS, the faculty and staff of this University have not received a cost-of-living salary increase in over three years; and

WHEREAS, each employee of the University has experienced increased out-of-pocket costs for health insurance benefits (even while the overall health insurance coverage has declined), and each employee has experienced increased costs of living in addition to health care in all areas of goods and services; and

WHEREAS, the effect of decreasing take-home salaries has a devastating impact on faculty and staff morale, which in turn harms the educational mission of the University; and

WHEREAS, the failure of the University to pay adequate salaries to faculty members will have a long-term negative effect on future recruitment of high-quality scholars and researchers, which is essential to the University’s goal of becoming a research institution of national repute;

THEREFORE, BE IT RESOLVED, that the Faculty Welfare Committee recommends that all full-time Faculty and Unclassified Staff members in the University of South Carolina System (Columbia, School of Medicine, Aiken, Spartanburg, Beaufort, Lancaster, Salkehatchie, Sumter, and Union) receive a 3% salary increase plus a $1,000 one-time bonus, and that all Classified Staff members in the System receive a $2,000 one-time bonus. The foregoing salary increase and bonuses are to be effective January 1, 2004, and are to be funded through means deemed appropriate by the central administration and the Board of Trustees.