

Office of the Faculty Senate
James Union Building, Room 100
P.O. Box 921
Murfreesboro, Tennessee 37132
Office: (615) 898-2582



Faculty Senate Resolution 2017-2018/1: Considering Merit-Based Adjustments of Faculty Salaries at Middle Tennessee State University

Date approved: November 4, 2017

1 *WHEREAS* the Middle Tennessee State University (MTSU) faculty are concerned about the prioritization of merit
2 pay before cost-of-living raises are funded and market equity is achieved,
3

4 *WHEREAS* the faculty believes that the fundamental issue of compensation at MTSU is lack of parity with peer
5 institutions and the market in general, which leads to wasted money on failed searches and faculty attrition,
6

7 *WHEREAS* awarding merit pay raises before equity adjustments are made will exacerbate inequities in faculty
8 salaries within departments, colleges, and academic units,
9

10 *WHEREAS* merit pay distorts the mission of universities because it encourages faculty to devote their energy
11 toward measurable goals (number of publications, dollar value of grants, scores of student evaluations) rather
12 than doing multiple, diverse tasks well,
13

14 *WHEREAS* implementing successful merit pay programs requires significant time commitments from faculty and
15 administrators, detracting from the time spent on the core mission of the university,
16

17 *WHEREAS* merit pay often brings an increase in litigation, which makes the cost of such a program likely to
18 outweigh its rewards, therefore be it
19

20 RESOLVED that the MTSU Faculty Senate requests that cost-of-living adjustments and salary equity be resolved
21 on an annual basis before merit pay is considered or implemented at MTSU; and be it further
22

23 RESOLVED that the MTSU Faculty Senate firmly believes that if the MTSU Board of Trustees goes forward with
24 merit pay, there should be faculty involvement in its design and implementation.