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

Date approved: November 4, 2017

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

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

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

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

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

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

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

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