



AAUP Letter of Support for the Faculty Senate's Compensation Proposal

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The Southeastern Oklahoma State University's Chapter of the AAUP wholeheartedly supports the Faculty Senate's compensation proposal that was unanimously passed by the Faculty Senate on December 18, 2020:

The Faculty Senate recommends that the last three years' (2019, 2020, and 2021) current Salary Card annual step increases (\$546) be added to the base salary of all eligible faculty, beginning in Fall, 2021. The Faculty Senate asks that this recommendation be received and agreed to as an initial step in a sincere and intentional collaborative effort with the administration to:

- The establishment of an annual cost of living adjustment for faculty, codified in an updated salary card.
- Modernize the salary card by appropriately increasing the base pay for faculty at all ranks.
- Develop and codify a reasonable and intentional process to systematically adjust faculty salaries in the future and codify this goal as a part of the budget process.

Faculty compensation was a topic at a Shared Governance forum last Fall, with much of the information still relevant and available for analysis. This provides a foundation for future discussions to ensure that faculty are adequately compensated in order to retain the excellent faculty we have and to recruit quality faculty.

Sincerely,

Karl Frinkle
AAUP SE Chapter President
Professor of Mathematics