Southern University System  
Executive Council of Faculty Senates Resolution

Whereas the mission of a distinguished “HBCU” such as Southern University is the provision of quality education and research opportunities not only to all learners, but especially to under-served and underprivileged populations;

Whereas the first and most important lesson as well as example to be given to minority learners is that of equality, equity, and the damaging effects of unfairness of all kinds;

Whereas recent studies in reputable publications such as AAUP Academe and The Chronicle of Higher Education has drawn attention to the “plantation” mentality of administrations in HBCUs and to the need to increase both Faculty and Staff input and Faculty and Staff morale in America’s predominantly Black institutions;

Whereas the Southern University System has not yet solidified its developing reputation for increasing respect for shared governance and Faculty and Staff input;

Whereas the public record evidences gross disparities between Faculty, Staff, and Administrative salaries in the Southern University System; disparities that send a discouraging message to minority students regarding the penalties rather than the prospects of becoming an academic professional and a leader of the educated Black community;

Whereas good business practices in the private sector include the establishment of reasonable ratios between executive and rank-and-file salaries, the failure to achieve which generally leads to reduced productivity;

Whereas Southern inadvertently, if paradoxically and tragically, falls into the social ill of age discrimination by hiring youthful beginners at SREB averages while leaving dedicated senior Faculty and Staff at lower wages indefinitely;

Whereas this “salary compression” is a widely diagnosed social ill within the Academe of the sort that a minority-serving institution such as Southern ought to cure rather than promote;

Whereas the huge and disproportionate increase of pay for Administrators raises questions about fairness, depth of research, and feasibility into the market value of employment, and also suggests undervaluing of Faculty and Staff work;

Whereas the lack of across-the-board and cost-of-living increases suggest the creation of a caste and economic apartheid system within the Southern ranks, leading to special suffering among those who have had the least opportunity to advance themselves;
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Whereas the lack of a clear compensation policy or plan has led to both fact and perception of inequality in the distribution of raises across the Faculty and Staff,

Whereas the proposed delivery of new high salaries to Administrators suggests less the rewarding of past work than the embracing of future loyalty;

Therefore be it resolved that the Southern University Board of Supervisors place a temporary moratorium on salary increases for Administrators (including salary enhancements for vacant or emergent positions) until such time as a complete, thorough, and reliable feasibility study can be completed;

And therefore be it also resolved that this moratorium will continue until a similarly adequate assessment of Faculty and Staff compensation as well as a Faculty and Staff compensation plan has been completed;

And therefore be it further resolved that the committees, working groups, task forces, panels, or consultancies that work on the aforementioned reports and policies will include substantial Faculty and Staff membership, with that membership being nominated by the Faculty and Staff Senates of the Southern University campuses;

And therefore be it further resolved that the Southern University System Executive Council of Faculty Senates exhorts President/Chancellor Ray Belton to embark on a program of Faculty and Staff compensation development that will recognize the work of Faculty and Staff, will reward Faculty and Staff loyalty and length of service, and will encourage young scholars to consider careers as Faculty and Staff members in America’s HBCUs.

Respectfully submitted Friday, August 28, 2015.

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