

Faculty Senate Resolution on Salaries and Shared Governance

Whereas, the General Faculty of Southern Methodist University is responsible to the Board of Trustees, through the President, for “[l]eadership to achieve and maintain a high quality of intellectual life for the University and “[t]he professional growth and behavior of the members of the University faculties” (SMU Bylaws, 5.01(a)-(b)), and

Whereas, the Faculty Senate of Southern Methodist University “possesses and exercises the powers of the General Faculty of the University in all matters that are not reserved by the Bylaws of the University to the faculty of a single school” (Faculty Senate Constitution, Preamble), and

Whereas, the first objective of the 2016-2025 Strategic Plan is to “[s]trengthen the University’s “ability to recruit, appoint, promote, and retain a distinguished, gifted and diverse faculty” (2016-2025 Strategic Plan, Goal One, Objective One), and

Whereas, “the effect of competitive salaries on the faculty morale and dedication clearly translates into high performance and better reputation” (Faculty Senate Resolution Requesting Action on Faculty Salaries, 2012), and

Whereas, “the determination of SMU to achieve national ‘top 50’ status must be paralleled by equivalent, competitive faculty salaries” (Faculty Senate Resolution Requesting Action on Faculty Salaries, 2012), and

Whereas, “fomenting research activity is a fundamental component of the drive to achieve ‘top 50’ status and a strong research potential resides in all schools,” (Faculty Senate Resolution Requesting Action on Faculty Salaries, 2012), and

Whereas, the Second Century Campaign “reached its \$1 billion goal ahead of schedule, raising unprecedented funding for scholarships, academic positions and programs, facilities and other enhancements to campus life” (SMU Press Release, September 24, 2015), and

Whereas, the SMU Administration has recently announced a new faculty raise pool policy that consists of a 2% raise pool and a 1% bonus that does not accumulate, and

Whereas, to maintain faculty quality, SMU salaries must continue to keep up with ‘market’ salaries, and

Whereas, the Faculty were not part of the conversation that led to this announced change, and did not have any input, and

Whereas, there needs to be a broader conversation among faculty, administrators, and trustees about the priorities of the University, and

Whereas, the President of the University is “responsible for a plan of internal shared governance which rests on the principle that an institution's ability to solve educational problems is enhanced when the constituencies of the University share, in varying degrees, in the decision-making” (SMU Bylaws, 4.12(i)), and

Whereas, effective faculty-board communication is a critical component of shared governance (AAUP Statement on Faculty Communication with Governing Boards: Best Practices, February 2014), and

Whereas, the AAUP has recommended that “[d]irect communication between the faculty and the governing board should occur through a liaison or conference committee consisting only of faculty members and trustees and meeting regularly to discuss topics of mutual interest” (AAUP Statement on Faculty Communication with Governing Boards: Best Practices, February 2014), now therefore be it

Resolved, that the Faculty Senate of Southern Methodist University:

- (A) requests that the administration defer making any changes to the faculty raise pool until we can ascertain whether those changes would place us at a comparative advantage or disadvantage with respect to our aspirant institutions, and
- (B) requests that, going forward, the administration engage in meaningful dialogue with the faculty prior to making major decisions affecting resource allocation as it pertains to the health of the University; and
- (C) calls upon President Turner to implement the AAUP’s recommendations for faculty communication with governing boards and create a liaison or conference committee consisting only of faculty members and trustees and meeting regularly to discuss topics of mutual interest.