



LSU A&M Faculty Senate Resolution 22-02
A Resolution for Fair and Equitable Cost of Living Salary Adjustments for LSU
Faculty

Sponsored by the Faculty Senate Benefits Advisory Committee and the Faculty Senate Budget & Planning Advisory Committee

Whereas faculty raises are classified as merit raises;

And whereas these “merit” raises have not been awarded every year (since 2010, seven years have had no faculty raise at all);

And whereas since 1975 the Social Security Administration has included Cost of Living Adjustments (SSA-COLA) annually for all recipients;

And whereas “merit” raises given to LSU Faculty since 2005 and yearly SSA-COLA are:

Year	Merit Raise	SSA COLA*
2005	0.00	2.70
2006	5.40	4.10
2007	6.00	3.30
2008	4.00	2.30
2009	0.00	5.80
2010	0.00	0.00
2011	0.00	0.00
2012	0.00	3.60
2013	4.00	1.70
2014	3.00	1.50
2015	0.00	1.70
2016	0.00	0.00
2017	3.00	0.30
2018	3.00	2.00
2019	0.00	2.80
2020	0.00	1.60
2021	3.00	1.30
2022	0.00	5.90

*<https://www.ssa.gov/oact/cola/colaseries.html>. SSA-COLA adjustments go into effect in January but are reported in December of the previous year. For the sake of comparison, we have aligned them with the academic year and the university fiscal year, which begins in July.

And whereas, for example, a faculty member earning \$60,000 in 2004 who received all scheduled merit raises in full would be earning \$81,604 in 2021, while the SSA-COLA adjusted \$60,000 salary would be \$89,412, indicating that “merit” raises lag cost of living adjustments;

And whereas providing an annual cost of living adjustment would maintain a baseline of adequate compensation for faculty that would make true merit-based raises possible;

And whereas due to the erratic scheduling of “merit” raises, the real value of a faculty member’s salary is determined by their hire date, producing an inequitable compensation structure;

And whereas categorizing cost-of-living adjustments as “merit” raises can have numerous negative effects on faculty morale;

And whereas lack of true merit raises has cost the university valued faculty who get higher salaries befitting their expertise at other institutions;

And whereas for LSU to recruit and maintain excellent faculty, and thus excellent students, salaries must be competitive both with our regional peers and with our Carnegie peer institutions;

And whereas to provide a student experience and state service befitting a flagship university we must have faculty with national and international reputations, reputations that require compensation adequate to keep and maintain said faculty;

And whereas the Social Security Administration has applied a 5.9% COLA for 2022, meaning that without a raise in 2022, faculty “merit” raises would be further devalued in real terms, and current forecasts indicate even higher inflation in the near future;

Therefore,

BE IT RESOLVED that the university include a 5.9% COLA for faculty in the FY 2023 university budget recommended by the president of LSU and the board of supervisors TO THE STATE LEGISLATURE,

And BE IT FURTHER RESOLVED that for the 2022-23 academic year and beyond, the president recommend an annual cost of living adjustment for all LSU faculty, based on the SSA-COLA, to the board of supervisors, to be forwarded and recommended by the BOS to the STATE LEGISLATURE,

And be it further resolved that cost-of-living adjustments not be classified as raises but be considered as necessary compensation adjustments to maintain cost of living and that merit raises continue to be considered for the acknowledgement of exceptional performance and accomplishment by faculty.