

2021-2022 Faculty Salary Increase

Financial conditions at Mississippi University for Women permitted the awarding of annual salary increases to our faculty for the 2021-2022 academic year. Returning faculty members were eligible for the increase.

The increases were categorized into the following areas:

Broad-based Equity Increase. Given the that no across-the-board faculty increases have been presented to faculty since the 2014-2015 academic year, one of the areas of emphasis was a broad-based equity increase. This approach also ensured returning members of the MUW faculty received a baseline raise of at least 2%. In addition, if the 2% led to an increase of less than \$1,000, the increase was adjusted to a minimum of \$1,000.

Rank Equity Increase. The rank adjustment raise was more complicated. Medians were compiled from the nine-month base salaries. For instructors, this total was found to be the following: Instructors, \$48,000; Assistant Professors, \$50,000; Associate Professors, \$52,554; and Professors, \$64,448. To expand the number of faculty members who might be eligible for rank adjustment, an adjustment was made to create a higher rank-adjustment target by adding \$2000 to non-tenure-track ranks and approximately \$7500 to the tenure-track ranks. The adjustment targets ended up being \$50,000 for Instructors, \$57,500 for Assistant, \$60,000 for Associate, and \$72,500 for Professor.

For faculty members below the rank adjustment target for their rank, the rank adjustment raise was derived as a percentage of the shared rank adjustment pool (with the share of the pool being greater for those with the greatest negative difference between their salary and the adjustment target for their rank, up to \$2000). Basically, the greater the difference, the greater the share of the pool, and hence, the larger the rank adjustment raise.

Each faculty member received either the a) baseline or b) rank-adjusted amount, whichever amount was most advantageous for them. 57% of faculty members were better with the baseline amount and 43% were better with the rank adjustment.

Given the modest size of available funds, the approach ensured everyone received at least a 2% raise (or \$1000) with the remainder being committed to a shared rank adjustment pool in an attempt to provide additional funds to those with the greatest negative deviations from the adjustment target of their rank. The pool was not robust enough to support any loftier goals.

Eligible Faculty	143		
Total	\$ 8,465,684	\$ 198,225	
Average	\$ 59,201	\$ 1,386	2.3%
Median	\$ 55,524	\$ 1,400	2.0%

	Total	Average	% of Total
Broad-based Equity	\$169,314	\$ 1,184	85.4%
Rank Equity	\$ 28,911	\$ 202	14.6%
Total	\$198,225	\$ 1,386	

Rank Promotions. In addition to the 2021-2022 Faculty Salary Increases described above, increases were also presented to faculty members who have earned a promotion in rank. These increases are above and beyond the faculty salary increases described above.

	#	Amt	Total
Instructor to Assistant Professor	2	\$ 1,500	\$ 3,000
Assistant Professor to Associate Profe:	4	\$ 2,500	\$ 10,000
Associate Professor to Professor	5	\$ 3,500	\$ 17,500
Total	11		\$ 30,500