

**University of Louisiana at Lafayette
Ad Hoc Committee on Faculty Salary and Compensation
Faculty Senate Report
April 26, 2022**

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Activities:

The Ad Hoc Committee on Faculty Salary and Compensation has met twice since it has been formed: March 14 and April 10. On March 14, the committee charged that goals would entail expanding on UL Lafayette's last salary equity salary study to focus on the on salaries comparable to Southern University averages. This is especially vital since the University has achieved R1 status.

At the April 10 meeting, the committee finalized a letter to Drs. Hebert and McKinney requesting the following:

1. A copy of the latest updated data on individual faculty salaries (i.e., post August 2021 merit raises).
2. A copy of the latest updated Southern averages data that your office is exploring, including salary data by rank and discipline related to Carnegie R1 status.
3. Members of this committee be involved in meetings about salary adjustments.

In the same letter, the committee made the following recommendations:

1. All UL Lafayette faculty should immediately have salaries adjusted to at least 80% of the current Southern average.
2. The university should make every attempt to bring all UL Lafayette faculty salaries up to 90% of the current Southern average, as soon as possible.

Chairperson Zack Stein sent the letter to Faculty Senate President Phil Auter, who then sent it to Drs. Hebert and McKinney. The ad hoc committee is currently waiting for responses.

Respectfully submitted,

Zack Stein