

Resolution for the Comprehensive Salary and Compensation Study at Mississippi State University

Whereas, the faculty, staff, and graduate students at Mississippi State University (MSU) and across the state of Mississippi have faced challenges concerning fair compensation and benefits, as highlighted by various reports indicating that university faculty in Mississippi are woefully underpaid, a condition exacerbated by inflation and economic realities;

Whereas, a comprehensive analysis of faculty, staff, and graduate student salaries and benefits is essential to ensure that MSU remains competitive and capable of attracting and retaining top-tier talent, thereby enhancing the quality of education and research;

Whereas, comparisons with peer institutions within the Southeastern Conference (SEC) are crucial for maintaining competitive standards in faculty, staff, and graduate student compensation and ensuring MSU's standing and reputation among these institutions;

Whereas, the cost of living in college towns, including Starkville, MS, significantly impacts the overall compensation package necessary for faculty to maintain a reasonable standard of living;

The Robert Holland Faculty Senate requests the Executive Administration at Mississippi State University **to** contract with a reputable third-party vendor to conduct a comprehensive salary and compensation study. This study will include, but not be limited to, the following components:

1. **Salary Analysis across Faculty Ranks and Colleges, including staff and graduate students:** To assess and compare the current salary structure at MSU with those of our peer institutions within the SEC, identifying disparities and areas for adjustment.
2. **Benefits Evaluation:** To examine the full range of benefits provided to faculty members, staff, and graduate students, including health insurance, retirement plans, and other perks, and compare these with those offered by peer institutions.
3. **Cost of Living Comparison:** To conduct a thorough comparison of the cost of living in Starkville, MS, with similar-sized college towns and the national average for cities of comparable size. This analysis will help in understanding the real value of salaries in relation to living expenses and should include a qualitative component to address quality of life issues.
4. **Implementation Timeline and Budget:** The third-party vendor will be required to present a detailed plan for the study, including timelines and budget estimates, for approval by the university administration before the commencement of the study.

If a study is completed the Robert Holland Faculty Senate requests the Executive Administration **to** review the findings and develop an action plan to address any identified disparities or issues. This plan will aim to ensure fair and competitive compensation for all faculty, **staff, and graduate students at Mississippi State University**, thereby contributing to the overall academic excellence and reputation of Mississippi State University.