



Resolution 23-04

Proposed Increase to Faculty Instructor Salaries in the College of Humanities & Social Sciences

Sponsored by:

Interim Chair of the African and African American Studies Department, Sarah Becker
Inaugural Chair of the African and African American Studies Department, Stephen C. Finley
Chair of the Communication Sciences & Disorders Department, Janet Norris
Chair of the Communication Studies Department, Tracy Shaffer
Chair of the English Department, Susan Weinstein
Undergraduate Studies Director of the English Department, Lauren Coats
Chair of the French Studies Department, Greg Stone
Chair of the Geography & Anthropology Department, Joyce Jackson
Chair of the History Department, Aaron Sheehan-Dean
Director of the Linguistics Program, Jeremy King
Chair of the Philosophy & Religious Studies Department, Francois Raffoul
Chair of the Political Science Department, Robert Hogan
Chair of the Psychology Department, Emily Elliott
Director of the Screen Arts Program, Patricia Suchy
Chair of the Sociology Department, Wes Shrum
Director of the University Writing Program, Jimmy Butts
Director of the Women's, Gender, & Sexuality Studies Program, Benjy Kahan
Chair of the World Languages & Literatures Department, Rafael Orozco
Spanish Section Head, Christian Fernández
Classics Section Head, Michelle Zerba
Arabic Section Head, Touria Khannous
German Section Head, John Pizer
Chinese Section Head, Gang Zhou

Faculty Senator Tracy Leblanc
Faculty Senator Helen Regis
Faculty Senator Jeff Roland
Faculty Senator Sarah Rosser

Whereas, instructors in the College of Humanities and Social Sciences (HSS) teach courses that are required of all undergraduate students to graduate from LSU, including composition, foreign language, and humanities and social science General Education/ILC courses;

Whereas, instructors for English Composition I and II, the only courses required of all undergraduates matriculating at LSU, taught over 7000 students in AY 2021-2022, and in Fall 2022 have approximately 4500 students enrolled in the two courses;

Whereas, instructors for the CMST 2060, Public Speaking—a General Education/ILC course that is a requirement for 13 majors across 4 colleges—taught over 3000 students in AY 2021-2022;

Whereas, instructors for World Languages & Literatures have taught over 1100 credit hours of foreign languages in AY 2022-2023;

Whereas, the starting salary for instructors in the College of Humanities and Social Sciences remains low at \$36,500 despite a recent much-needed and much-deserved salary increase;

Whereas, instructor salaries have remained stagnant since “merit” raises have not been awarded every year (since 2010, seven years have had no faculty raise at all) and there have been no cost-of-living adjustments;

Whereas, additional compensation payment for course overloads—including mission-critical General education, language, and composition courses taught by instructors—has been stagnant at \$1333 per credit hour;

Whereas, instructors are faculty and an essential part of the educational mission of the university;

Whereas, the pay range for HSS instructors is below the \$53,345/year regional average for full-time instructors at 4-year public universities;¹

Whereas, HSS instructors earn well below both the per capita income (\$50,037 in 2020) of Louisiana as well as the median household income (\$51,707 in 2019);²

Whereas, instructors across the university are not uniformly provided full access to institutional participation and resources;

Therefore, be it resolved, that all instructors in the College of Humanities and Social Sciences receive a raise for the 2023-2024 academic year to make their salaries commensurate with state and regional averages, and the significance of their role to the teaching mission of LSU.

¹ See Southern Regional Education Board (SREB): <https://www.sreb.org/post/average-salaries-full-time-instructional-faculty-rank-public-four-year-colleges-and>. Note that the amount is the average for the 2019-2020 academic year.

² See SREB: <https://www.sreb.org/post/capita-income> and <https://www.sreb.org/post/median-annual-income-households>