

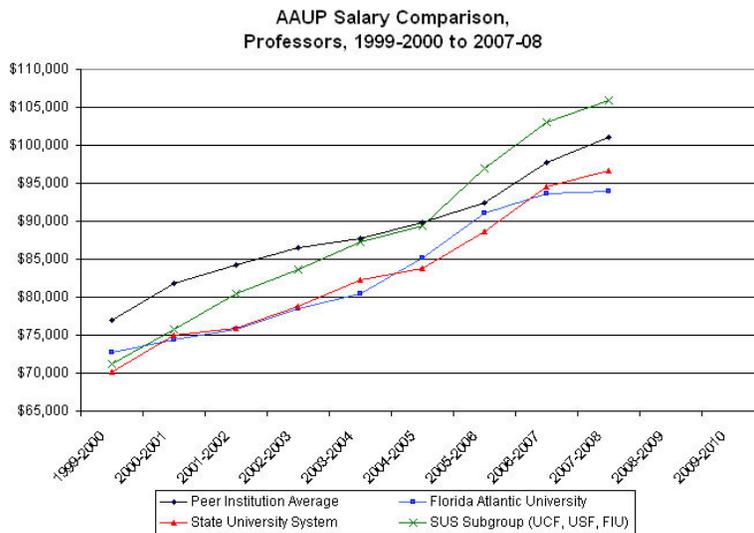
Why are FAU faculty salaries falling so far behind faculty salaries at our peer institutions in Florida?

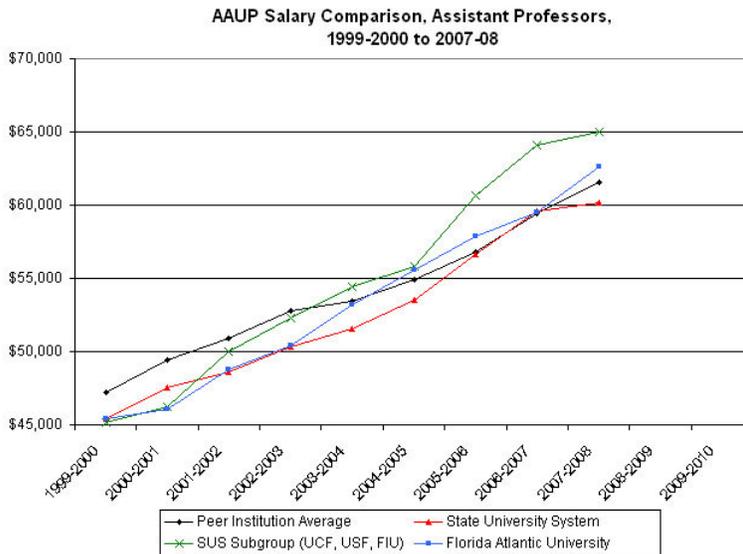
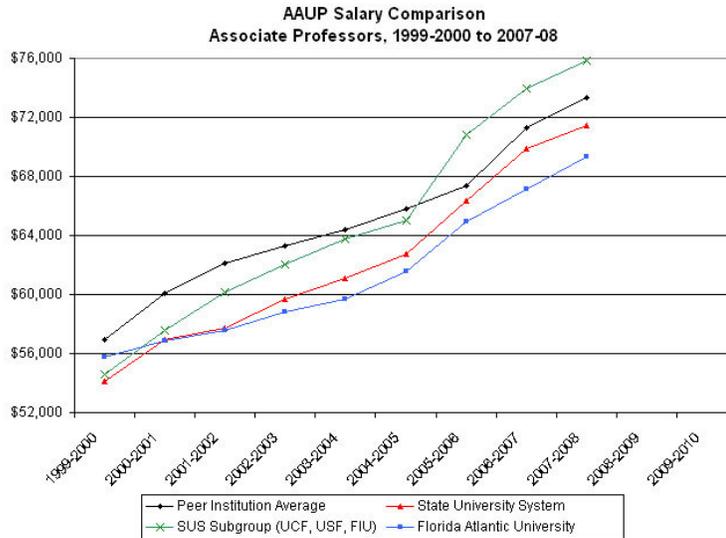
The answer is hidden in plain sight. It is displayed on the FAU Web site <http://www.fau.edu/president/budget.php> . Go to the Budget Q & A. of March 10, 2008.

Question #13 asks, "What about pay raises for faculty and staff?" President Brogan's answer is, ""The Legislature provides the funding for annual faculty and staff raises." This is the solution to the puzzle of declining faculty salaries. The FAU Administration does not think it is its responsibility to provide faculty raises. This is an astonishing belief. Is it the legislature's responsibility to provide raises? They don't think so. The Administrations at our peer institutions do not think so. They have provided University funds to prevent the faculty salary disaster that FAU is staring in the face. Leadership is about making decisions, including decisions to allocate resources. The FAU Administration has made decisions that are seriously eroding the stature of FAU.

What is the evidence for this claim that the FAU Administration has failed to provide for faculty salaries?

The graphs below reveal what the FAU Administration has done to FAU faculty salaries since the Board of Regents was abolished and the universities were given autonomy. At all ranks, FAU faculty salaries have fallen far, far behind faculty salaries at the SUS peer group (FIU, UCF, and USF).





The FAU Administration cannot blame the state legislature for FAU's faculty salary disaster. It must accept responsibility for providing faculty salaries. To quote the famous Pogo, "We have met the enemy and he is us." It is a story with a simple plot: misplaced priorities with an attempted cover-up by blaming the state. Where has all the money gone?