

2022-2023 Faculty Salary Increase

Financial conditions at Mississippi University for Women permitted the awarding of an annual salary increase to our faculty for the 2022-2023 academic year. Returning faculty members were eligible for the increase.

The increases were categorized into the following areas of emphasis:

Broad-based Equity Increase. Given the relatively modest size of last year's raise pool and current economic conditions, 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 4%.

Compression. To take into account narrowing earnings between newer and more experienced faculty, a length of service increase of \$81.48 per academic year* of service was also incorporated into this year's faculty salary increase. The length of service increase also serves to reward the members of our faculty who have served the greatest number of years at MUW (as most years have not presented an opportunity for increase).

* An academic year of service is rounded to the nearest half- or whole year of service.

Breakdown of Increase, by Emphasis Area

Type	Total	Average	% Total
Broad-based Equity	358,341	2488	75.9%
Compression	113,991	792	24.1%
Total Increase	472,332	3280	

Descriptive Statistics

Eligible Faculty	144
Total Increase	427,332

Average Increase	3280
Median Increase	3000

Average % Increase	5.0%
Median % Increase	4.7%

Total Years Service	1399
Avg Length Service	9.7

Rank Promotions. In addition to the 2022-2023 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.

Summary of Rank Promotion Increases

Rank Promotion	#	Amt	Total
Instructor to Assistant Professor	1	1500	1500
Assistant Professor to Associate Professor	9	2500	22500
Associate Professor to Professor	8	3500	28000
Total	18		52000