

The Faculty Senate
Arkansas State University

A RESOLUTION TO RETURN ADMINISTRATIVE RAISES, BONUSES, AND DEFERRED
COMPENSATION TO COVER THE CURRENT BUDGET SHORTFALL

WHEREAS, budget crises have become the norm at Arkansas State University which currently faces yet another “significant budget challenge”; and

WHEREAS, the normalization of a budget in constant crisis primarily demoralizes those who serve in revenue generating units and departments, namely faculty and staff; and

WHEREAS, this administration’s long term policy requires academic colleges and departments to bear a budget reduction burden greater than some non-academic units; and

WHEREAS, this administration has recently requested that colleges and departments cut their budgets by .73% when the budget shortfall amounts to .44% of Arkansas State University’s \$170 million budget; and

WHEREAS, this administration requested and received raises for administrators out of proportion with the reality of our current financial circumstances (see, *Administrator’s Compensation Survey for Public Institutions of Higher Education*, Arkansas Department of Higher Education); and

WHEREAS, this administration has not addressed administrative excess as part of the ongoing strategic planning process.

NOW, THEREFORE BE IT RESOLVED THAT, the Faculty Senate requests Chancellor Damphousse lead by example in voluntarily returning to the University and private foundations his raise, bonus, and deferred compensation granted for fiscal year 2019–2020; and

BE IT FURTHER RESOLVED THAT, Chancellor Damphousse recommend to all administrators holding the rank of Assistant Vice Chancellor and above that they also voluntarily return their raises, bonuses, and deferred compensation granted for fiscal year 2019–2020, and that the Chancellor apply all returned public funds to the budgetary shortfall currently experienced by Arkansas State University; and

BE IT FURTHER RESOLVED THAT, we make this request as only a reasonable first step toward imposing fiscal discipline, aligning administrative compensation with clear performance guidelines, and growing, rather than starving, our income generating academic programs at the core of our institutional reputation.