

## **Senate Resolution on Cost of Living**

Whereas faculty at Sul Ross State University Rio Grande College have not received a cost-of-living increase since 2019.

Whereas inflation as measured by the CPI and the Social Security Administration has increased the cost of living by 15% resulting in a 13% decrease in real wages since 2020.

Whereas the faculty at Sul Ross State University Rio Grande College have historically been among the lowest paid in Texas, far below the reported 2021 state averages of \$140,787 for Professors, \$94,793 for Associate Professors and \$83,404 for Assistant Professors.

Whereas the lack of cost-of-living raises have contributed to the loss of faculty while inhibiting the hiring of replacement faculty at RGC resulting in a decrease in faculty from 24 in 2019 to 19 in 2023, which represents a 20% decrease.

Whereas the Board of Regents plans to transform RGC into a branch campus that includes lower division classes and new programs which will require the hiring of numerous qualified faculty, a goal that will be greatly inhibited by the non-competitive salaries at RGC.

Whereas the new 5-Year University Strategic Plan requires that faculty receive cost of living raises.

Be it resolved that faculty salaries at RGC must increase by a minimum of 15% to stay current with inflation.