**MOTION TO ADOPT A GOAL OF IMPROVING FACULTY SALARIES**

**Referred by the Faculty Senate Executive Council**

**Motion:**

The Faculty Senate recommends the University adopt a goal of having faculty salaries at or above the 60th percentile in six years. The Faculty Senate further recommends that the Board of Visitors develop a strategy for reaching this target.

**Rationale:**

Although faculty productivity is above average, faculty salaries are well below the average salaries of our benchmark institutions. Further, SCHEV and the General Assembly have adopted a goal of having Virginia salaries at or above the 60th percentile. The low salaries at RU are hurting our ability to attract and retain quality faculty. Low salaries are also having a very negative impact on faculty morale.