

Resolution for Transparency in the Distribution of Tenure Track Faculty Special Raise Funds with Respect to Race/Ethnicity

Funds allocated to UGA academic units for salary raises for all full-time, tenure-stream faculty are typically distributed according to the academic unit's established policies. Ensuring transparency in this process helps build trust and strengthen the relationship between faculty and the institution.

Additionally, there are pools of funds that are distributed to less than half of an academic unit's full-time tenure-stream faculty and are given for reasons other than promotion bumps, supplements to promotion bumps, additional work assignments, administrative assignments, counter-offers, named professorships, or other special professorships.

Examples of such raises were UGA's "compression and market-based inequity" adjustments in fiscal year 2022 and UGA's "merit-based salary increases" in fiscal year 2025. According to the September 5, 2024 Archnews broadcast e-mail, the latter were given to up to 20% of UGA employees. Here, we use the term "special raises" and "special raise pool" for any such raises and pools of raise funds, respectively.

When transparent, codified procedures or the oversight of the faculty at-large are not used to apportion raises, there is a need to determine if funds have been distributed evenly with respect to characteristics such as race. Such analyses are needed in order to foster trust between faculty and administration through consistent and fair practices, maintain fiscal responsibility, and uphold the integrity of university financial management.

Be it resolved, that the University of Georgia provide the University Council and the University Council's Human Resources Committee with the following information by December 31, 2025, for each of the last five fiscal years in which a special raise pool for tenure-stream faculty was distributed and for every college and school that received such funds. If information for any of these five years is unavailable, data for the immediately preceding fiscal year in which such raises were given shall be provided instead, ensuring that a total of five years of applicable data is made available as requested here:

- I.) the total amount of such funds that were paid to full-time tenure-stream faculty members in the college or school prorated for the 9-month academic year, separated by reported race/ethnicity category,
- II.) the number of full time tenure-stream faculty recipients in the college or school during the 9-month academic year, separated by reported race/ethnicity category,
- III.) the number of full time tenure-stream faculty members in the college or school during that period, separated by reported race/ethnicity category,
- IV.) the sum of salaries paid to full time tenure-stream faculty members in the college or school during that period, separated by reported race/ethnicity category,

- V.) the sum of salaries paid to full time tenure-stream faculty recipients in the college or school during that period, separated by reported race/ethnicity category,
- VI.) the instructions for raise pool apportionment that were given to each academic unit that received special raise funds,
- VII.) the name used by the University of Georgia for the raise pool and the date when recipients would begin to receive them.