

Resolution

Whereas: Generally, departments within the University of Georgia have stated policies for allocating annual merit raise funds to faculty. Such transparency strengthens the relationship between the faculty and the institution and is necessary for the effective running of the University.

Whereas: There have also been substantial pools of raise money that have been distributed to faculty members, outside of the normal procedures for annual merit raises and without much awareness by the faculty at large. Here, we are referring to pools of funds that were not for promotion bumps, supplements to promotion bumps, additional work assignments, counter-offers, named professorships, other special professorships, or annual merit raises, and we will call them “special raise pools” later in this document.

Whereas: Examples of such special raise pools were the so-called “Critical Merit” raises allocated to departments within the Franklin College for budget years 2006, 2007, 2008, and 2009 and the so-called “Compression Retention” raises allocated to departments with the Franklin College for budget years 2013 and 2014. The explicit intent was to concentrate these funds on a small fraction of the tenure-stream faculty membership. Who received these raises and how much raise money they received was based on the recommendations of the department heads and determined outside of the normal annual merit raise policies.

Whereas: These special raises were substantial. For example, in one department in budget year 2006, the pool of Critical Merit raises for faculty members exceeded the pool of regular annual merit raises for tenure-stream faculty. This pool of Critical Merit funds was divided among 1/5th of the department’s tenure-stream faculty, all of whom also received regular annual merit raises.

Whereas: Annual merit raises and some other raises are based on the faculty member’s current salary. Consequently, recipients of the earliest raises continue to be advantaged, even today, while the non-recipients continued to be disadvantaged in later years.

Whereas: Considering that transparency is fundamental to group cohesion within the University and considering the possibility that raise pools that were allocated outside of normal procedures, by small numbers of individuals, and without oversight by the faculty at large, could have been distributed unevenly with respect to characteristics such as gender, an analysis of the special raises is greatly needed.

Be it resolved, that the University of Georgia make available the following information by March 31, 2024:

1.) For the last five years in which pools of funds were provided for faculty special raises, the ratio of (the amount of such funds that were allocated to female tenure-stream faculty members)/(the amount of such funds that were allocated to the male tenure-stream faculty members) for each recipient department, the ratio of the (number of female tenure-stream faculty members)/(number of male tenure-stream faculty members) for each recipient department, and the ratio of (the sum of the previous year’s salaries for the female tenure-stream faculty members)/(the sum of the previous year’s salaries for the male tenure-stream faculty members) for each recipient department for each of these special raise pools for the last five years in which a special raise pool was provided.

2.) The number of female tenure-stream faculty faculty members who received such raises and the number of male tenure-stream faculty faculty members who received such raises for each recipient department for each of these raise pools for the last five years in which a special raise pool was provided.

3.) A list of the years, from budget year 2018 onwards, for which special raise pools were allocated to departments for their tenure-stream faculty, which departments received the funds, the ratio of each such raise pool to the annual merit raise pool allotted for tenure-stream faculty in each affected department, and the names of these special raise pools.

4.) The stated instructions regarding how these special raise pool funds should be allocated within departments, for each special raise pool, for every year such raise pools existed from budget year 2000 onwards.