

Faculty Affairs Committee Findings and Recommendations

Findings: The Faculty Affairs Committee has reviewed salary data provided by the University's Office of Institutional Research, the Provost, and a substantial number of schools, colleges and departments throughout campus. In addition, the Committee met with the Provost to discuss concerns about salary competitiveness, compression and inversion. The information shows that average faculty salaries at the University of Georgia have fallen substantially behind those at peer and benchmark institutions since 2000. UGA was 7th among the 16 Board of Regents Peer Institutions in 2000 and is now 13th. UGA was 6th among the 16 SREB Flagship Institutions in 2000 and is now 14th. Georgia's salaries have now fallen behind those at the University of Florida as well as those at Vanderbilt among the 12 SEC schools. While salaries for new Assistant Professors have remained fairly competitive, the average salaries for Associate and full Professors have slipped considerably when compared to those at peer and benchmark schools. The salary information analyzed and discussed by the committee shows that there are serious salary competitiveness, compression and inversion issues at the University of Georgia.

In view of these findings, the Faculty Affairs Committee applauds the Administration's allocation of several million dollars (critical merit retention funds) to help Deans match offers, take preemptive action in regard to outstanding faculty who might be recruited by other schools, and help boost the salaries of productive faculty who have been disadvantaged from compression and inversion. The committee also applauds the Administration's decision to make salaries the University's top priority this year with the Board of Regents, the Legislature and the Governor. These are steps in the right direction and the committee makes the following recommendations:

Recommendation 1: The committee recommends that these efforts be repeated **annually**. Most of the University's gains in average faculty salaries during the mid-1990s, thanks to several consecutive years of 6% increases, have been lost since 2000. The last two fiscal years have seen modest improvements but increases of 4% and 5% will not enable UGA to catch peers and benchmarks if those schools also have comparable increases in faculty salaries.

Recommendation 2: The committee also recommends that all Deans, Chairs and Heads carefully analyze faculty salaries in their respective schools, colleges and departments and develop plans for correcting unwarranted instances of salary compression and inversion as well as gender disparities and then generate estimates of the cost for making those salary corrections that will be given to the University Administration.

Recommendation 3: Finally, the committee recommends, as an ongoing mechanism for protecting against future incidences of salary compression and inversion, that the Administration should further increase the base amounts faculty receive for promotion to the ranks of Associate Professor and Professor.