

Minutes of the Faculty Affairs Committee

The Faculty Affairs Committee met on Wednesday, September 27, 2006 at 10:30 a.m. in the Cheeley Room at the Law School. Committee members in attendance were MaryAnne Akers, Brian Bride, Steve Budsberg, Ron Butchart, Tony Capomaccia, Manjett Chinnan, Charlie Keith, Rush Ann Lariscy, John Maltese, Scott Merkle, Henry Munneke, Naomi Norman, David Shipley, Jayne Smith, Thiab Taha, Cynthia Vail and David Wright. Provost Arnett Mace and Rebecca Quigley, a reporter for the Athens Banner Herald, were also in attendance.

The meeting was called for the express purpose of talking with the Provost about the administration's response to salary compression, inversion and competitiveness issues. Committee Chair David Shipley introduced the Provost and read from his email that invited the Provost to meet with the committee. That email summarized the committee's work to date on the compression issue as well as our tentative findings. The Provost first distributed several charts to committee members and then talked about the information contained in the handouts and a number of other matters related to faculty salaries at UGA. He noted that several million dollars had been allocated in FY06 and FY07 (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 deal with outstanding faculty with noncompetitive salaries due to compression. These allocations were in addition to the raise pools the University has received in recent years. They are not one-time funds. He stated that salaries are the administration's number one priority this year with the Regents, the legislature and the Governor. He pointed out that UGA's salaries had slipped substantially since 2000 when compared to our peers as designated by the Regents, other SEC schools and the SREB flagship institutions. The Provost also said that we are at risk of losing faculty to other schools, particularly private institutions, but that our losses to date had not been as bad as he would have predicted several years ago. By rank, UGA salaries have fallen behind most at the ranks of Professor and Associate Professor. We are competitive at the rank of Assistant Professor in recruiting new faculty. He opined that there will always be compression and said that it was vital for all the schools and colleges at UGA to raise private money to endow Chairs and Professorships. The Provost also raised concern about the significant drop in undergraduate credit hours generated by tenured and tenure track faculty between fall 2002 and fall 2005. This point led to considerable discussion with committee members. The Provost would like to have this figure over 50% if not better at the time of the next SACS inspection. There also was discussion of the ORP issue and the administration's efforts in this regard. Finally, the Provost repeated that salaries were the administration's number one priority this year, and urged the committee to pass a resolution support the administration's efforts.

The meeting adjourned at 11:45.

Respectfully submitted, David Shipley