

Minutes of the Faculty Affairs Committee, November 1, 2006

The Faculty Affairs Committee met on Wednesday, November 1 at 10:30 in the Cheeley Room at the Law School. Members in attendance were Professor Akers, Bride, Butchart, Chinnan, Keith, Lariscy, Lewis, Lipp, Merkle, Munneke, Shipley, St. Pierre, and Taha. Also in attendance were Jere Morehead and Jayne Smith.

The committee discussed, modified and eventually adopted the following resolution and recommendations in regard to concerns about competitive salaries as well as salary inversion and compression.

**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 7<sup>th</sup> among the 16 Board of Regents Peer Institutions in 2000 and is now 13<sup>th</sup>. UGA was 6<sup>th</sup> among the 16 SREB Flagship Institutions in 2000 and is now 14<sup>th</sup>. 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.

This resolution and recommendations will be placed on the agenda of the November 16 meeting of the Executive Committee.

After discussion of a report prepared by representatives of the Faculty Affairs and Faculty Benefits Committee regarding the “stop the tenure clock” policy, the committee decided against recommending any changes to that policy. The primary reason for not taking any action at this time is the fact that the policy has been in place for less than a year. Still, members said that Deans and department chairs and heads need to do a better job of informing all untenured faculty, not just new hires, about the existence of this policy, and that the University’s website needs to be modified to make it easier to find the policy.

The committee decided against recommending the creation of a campus-wide listserv for faculty discussion of issues, proposals and matters of concern pending before University Council and the many UGA committees. The sense of the committee is that most faculty are already on many listservs, that faculty would automatically delete these messages without reading them, that the Faculty Conference is intended to serve as a forum for discussing important issues, and it is relatively easy for faculty who are interested in matters pending before Council and committees to contact committee members as well as their school’s or college’s representatives on Council.

The committee also voted to recommend that the Committee on Statutes, Bylaws and Committees review the provision in the Tenure and Promotion guidelines for the appointment of the University Appeals Committee and consider making it a standing committee as well as draft clear directions for the selection of its members. Here is the recommendation that was submitted to the Executive Committee:

**Recommendation of the Faculty Affairs Committee regarding the selection of the University Appeals Committee**

Section VIII of the University’s Guidelines for Appointment, Promotion & Tenure (page 35 in the Redbook) concerns appeals of negative recommendations to the University Appeals Committee and the selection of that committee by the University Council through procedures they have developed to constitute faculty committees. This committee is made up of faculty representing each of the University’s academic schools/colleges and a representative of the Graduate Council. It must be constituted by May 1 each year for the upcoming promotion and tenure review cycle. Because of the numerous challenges the University Council has confronted in trying to constitute this important committee in a timely manner, the Faculty Affairs Committee recommends that

the Committee on Statutes, Bylaws and Committees consider making the University Appeals Committee a standing committee of the University Council and specifying an effective approach for selecting this committee's membership.

The meeting adjourned at 11:45 am.

Respectfully submitted, David Shipley, Chair