

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.

Combined average salaries by rank, fall 2005, at Arizona State, IU Bloomington, Iowa State, Texas A&M, UC Davis, Colorado, Iowa, Kansas, Maryland, Missouri, Oregon, NC State and Georgia, compared to UGA's average salaries by rank, fall 2005*

Rank	Prof.	Assoc.	Asst.	New Asst.	Instructor
Avg. All	103,750	72,139	64,595	63,942	44,821
Avg. UGA	95,929	67,650	61,741	63,607	44,265
Difference	7,821	4,489	2,854	335	556
Percentage Difference	8%	6.6%	4.6%	1/2%	1.2%
Georgia Faculty at rank	678	519	392	108	40

Amounts need to bring UGA salaries up to the average for the group (total number of faculty at the rank times the difference between average salaries)

	\$5,302,638	\$2,329,791	\$1,118,768	\$36,180	\$22,240
Total	\$8,809,617				

*The source of these salary figures is OIR 5/4/06 Oklahoma State University Faculty Salary Survey

The percentage increase for UGA's salaries, at all ranks, from FY 2000 to FY 2006 was 14.7%. For Doctoral Level Public institutions, the percentage increase during this period was 19.7%. Georgia's percentage increase during this period was the third lowest among the 16 BOR Peer Institutions,** ahead of only Cal Davis and Iowa State (13.9% and 10.8% respectively). Among the 12 SEC schools,*** only Ole Miss and Mississippi State had lower percentage increases (9.5% and 7% respectively). Among the 16 SREB Flagships,**** only Ole Miss and West Virginia had lower percentage increases (9.5% and 13.6% respectively).

**The BOR Peer Institutions for UGA are Arizona State, Cal Davis, Colorado, IU Bloomington, Iowa State, University of Iowa, Kansas, Maryland, Michigan State, Missouri, Nebraska, North Carolina State, Oregon, Texas A&M, and Virginia Tech

***The SEC Institutions are Alabama, Arkansas, Auburn, Florida, Kentucky, LSU, Mississippi, Mississippi State, South Carolina, Tennessee, Vanderbilt and Georgia

****The SREB Flagships are Alabama, Arkansas, Delaware, Florida, Kentucky, LSU, Maryland, Ole Miss, UNC Chapel Hill, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia and UGA

Source, *Academe, Bulletin of the American Association of University Professors, The Annual Report on the Economic Status of the Profession*