## **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 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.

## Average Salaries by Rank for Selected Institutions, FY2000 thru FY2006 UGA and Select Comparitors

	FY2000 Avg Salary (\$1000s)			FY2001 FY2002 Avg Salary (\$1000s) Avg Salary (\$1000s)					0s)	FY2003 Avg Salary (\$1000s)				FY2004 Avg Salary (\$1000s)			)s)	FY2005 Avg Salary (\$1000s)			FY2006 Avg Salary (\$1000s)			Increase over this period Avg Salary (\$1000s)									
Inst	titution Name	Pr	Ao	_	All Rk	Pr				Pr	Ao		All Rk	Pr	Ao		All Rk	Pr	Ao		All Rk	Pr	Ao		All Rk	Pr	Ao		All Rk	Pr	Ao	Ai	All RI
-	versity of Georgia	82.8	58.9	50.2		85.0				88.7	63.0	53.3	70.4	90.8	64.5	55.3		90.9	63.6		72.5	92.8	64.7	57.7	73.8	95.9	67.6	61.7	76.6	15.8%	14.8%	22.9%	14.7%
"	versity or occurre	02.0																															/ .
Cat	egory 1(doctoral level), Public	82.5	58.7	49.1	64.0	84.0	60.6	50.6	64.7	89.6	63.0	53.4	68.7	92.4	64.9	55.0	70.4	94.6	66.3	56.3	71.9	97.9	68.5	58.3	74.1	101.6	70.9	60.4	76.3	23.2%	20.8%	23.0%	19.2%
	R Peer Institutions																																
	versity of Georgia	82.8	58.9	50.2	66.8	85.0				88.7	63.0	53.3	70.4	90.8	64.5	55.3	72.6	90.9	63.6	56.4	72.5	92.8	64.7	57.7	73.8	95.9	67.6	61.7	76.6	15.8%	14.8%	22.9%	14.7%
	ona State University	82.7	60.0	50.6	64.2	85.0	60.9		65.8	88.3	62.8	54.4	68.3	90.4	63.6	56.5	69.9	92.6	64.0	57.7	71.5	102.5	68.9	61.4	76.3	106.6	71.2	64.5	79.2	28.9%	18.7%	27.5%	23.4%
	versity of California Davis	91.3	64.2	53.9	77.1	95.4	2000		80.2	98.2	67.3	57.3	81.5	99.6	67.4	58.3	84.0	105.0	69.8	60.0		103.3	68.8	60.7	85.2	107.0	70.2	63.1	87.8	17.2%	9.3%	17.1%	13.9%
	versity of Colorado	82.6	59.4	50.2	64.7	85.7	62.4		66.7	89.7	65.4	55.3	69.9	95.7	69.8	59.9	74.4	98.4	71.2	61.0		100.6	72.7	63.0	77.1	102.8	74.5	65.2	79.1	24.5%	25.4%	29.9%	22.3%
	ana Univ, Bloomington	85.0	58.8	48.4	65.4	88.2			67.5	94.2	64.0	55.3	74.2	96.8	66.2	58.8	76.3	99.1	68.5	59.6		101.8	70.7	61.3	78.7	104.9	72.8	62.6	80.5	23.4%	23.8%	29.3%	23.1%
	a State University	83.2	61.9	49.9	67.3	85.2			69.0	87.4	65.4	54.3	70.9	89.7	67.3	56.5	69.5	92.2	69.2	57.8	70.9	93.3	70.6	59.6	72.2	97.2	72.3	61.7	74.6	16.8%	16.8%	23.6%	10.8%
	versity of Iowa	89.6	60.8	52.7	71.3	94.3			74.4	97.1	63.7	56.1	77.0	99.4	65.8	59.3	80.0	100.8	67.5	59.8	81.1	102.8	69.1	61.7	82.6	105.3	70.9	63.9	84.4	17.5%	16.6%	21.3%	18.4%
	versity of Kansas	74.2	53.6	46.2	61.4	79.6			65.0	84.4	59.6	50.9	68.1	84.6	59.9	50.7	68.3	87.9	61.7	51.2	70.0	92.4	65.2	54.5	73.9	98.0	68.7	59.4	77.9	32.1%	28.2%	28.6%	26.9%
	versity of Maryland College Park	88.8	63.5	57.5	68.1	98.1	69.2			105.6	74.4	69.2	81.2	106.5	74.5	69.2	82.9	107.0	74.9	70.0		111.0	76.3	75.2	87.7	115.7	80.3	75.9	91.2	30.3%	26.5%	32.0%	33.9%
	higan State University	81.5	60.4	49.1	67.4	85.2			70.0	89.7	67.6	53.9	73.1	95.0	69.9	57.0	77.5	98.3	72.4	58.9	79.1	101.8	73.7	59.7	81.0	105.9	76.4	60.2	82.0	29.9%	26.5%	22.6%	21.7%
Univ	versity of Missouri	79.0	59.3	47.7	62.3	84.4			64.5	88.9	63.9	52.6	66.5	88.4	62.5	52.1	60.7	91.8	64.5	52.3	68.7	94.3	65.9	53.5	70.3	96.7	67.3	55.7	72.1	22.4%	13.5%	16.8%	15.7%
	versity of Nebraska	78.2	56.6	48.6	62.2	81.5			64.3	86.6	62.8	54.2	68.5	90.7	65.1	56.3	72.6	90.9	65.4	56.2	72.4	93.9	68.1	57.6	75.1	97.5	69.8	60.0	77.1	24.7%	23.3%	23.5%	24.0%
	th Carolina State University	85.3	62.2	53.9	64.8	91.5			69.4	92.8	67.7	58.9	70.1	94.4	68.5	60.2	72.1	90.9	67.3	59.6	71.6	94.8	70.3	61.9	74.4	97.6	71.9	63.3	76.0	14.4%	15.6%	17.4%	17.3%
Univ	versity of Oregon	71.5	51.8	44.6	53.4	75.6	100000		56.9	76.7	55.4	47.1	57.6	80.3	58.3	50.0	59.8	83.1	59.7	52.9	61.0	83.6	59.0	54.4	61.7	88.0	63.1	57.1	65.0	23.1%	21.8%	28.0%	21.7%
	as A & M	80.5	57.9	50.0	63.3	85.0			70.1	93.4	66.3	56.9	72.3	91.2	65.5	56.9	70.0	95.2	67.9	58.9	73.1	100.2	70.3	60.6	77.0	104.1	73.0	65.8	80.2	29.3%	26.1%	31.6%	26.7%
Virg	inia Polytechnic Inst&St University	83.8	60.5	51.6	65.0	88.9	64.1	54.2	69.5	94.5	66.9	55.2	71.6	94.0	67.6	56.5	72.0	93.3	67.8	56.8	72.0	96.8	68.8	59.1	73.9	106.5	76.7	63.1	81.1	27.1%	26.8%	22.3%	24.8%
-	CInstitutions																																
	versity of Georgia	82.8	58.9	50.2	66.8	85.0				88.7	63.0	53.3	70.4	90.8	64.5	55.3	72.6	90.9	63.6	56.4	72.5	92.8	64.7	57.7	73.8	95.9	67.6	61.7	76.6	15.8%	14.8%	22.9%	14.7%
	versity of Alabama	75.1	54.7	45.3	56.8	77.9	57.2		59.2	77.3	57.9	46.9	58.9	80.5	60.4	49.4	61.4	81.1	61.2	49.0	62.3	90.7	65.6	52.1	68.1	97.8	70.9	56.1	72.7	30.2%	29.6%	23.8%	28.0%
	versity of Arkansas	73.5	55.1	47.6	57.4	76.3			59.6	78.3	58.8	52.2	60.9	80.5	60.8	53.0	62.8	81.9	61.0	53.2	64.0	84.5	63.0	54.6	66.5	90.4	66.2	56.3	70.2	23.0%	20.1%	18.3%	22.3%
	ourn University	72.7	54.1	45.8	56.8	76.6			60.2	76.5	56.6	47.3	60.7	84.6	62.4	51.9	66.7	84.2	62.5	53.6	67.4	92.0	65.3	57.4	72.5	95.4	68.1	59.8	75.3	31.2%	25.9%	30.6%	32.6%
	versity of Florida	76.9	56.9	49.9	64.2	82.0			68.4	86.9	62.4	53.7	71.1	89.3	63.7	55.3	72.7	93.5	65.7	56.6	74.8	96.0	69.1	59.5	77.3	101.4	71.7	61.6	81.0	31.9%	26.0%	23.4%	26.2%
-	versity of Kentucky	76.5	57.1	46.8		79.6		00.000000000000000000000000000000000000	64.9	85.0	60.5	51.9	66.7	85.9	61.3	52.9	67.0	89.1	62.3	55.9	69.9	90.0	64.1	57.7	71.0	93.4	67.2	61.1	73.7	22.1%	17.7%	30.6%	18.1%
	isiana State University	71.2	52.6	46.0	54.2	72.5			54.8	80.5	59.1	52.4	60.5	84.6	60.2	53.5	60.7	91.1	64.6	58.5	65.5	92.8	67.1	59.9	68.0	93.2	66.4	60.3	68.0	30.9%	26.2%	31.1%	25.5%
	versity of Mississippi	74.5	55.9	45.2	55.9	72.9			54.8	76.4	60.8	47.1	56.8	77.2	60.9	49.2	57.8	78.3	.61.5	51.6	58.6	83.2	65.1	54.5	61.0	83.7	63.3	55.3	61.2	12.3%	13.2%	22.3%	9.5%
	sissippi State University	73.7	55.9	47.8	57.0	73.8			56.4	75.0	56.6	47.1	56.8	75.5	60.5	50.4	58.6	76.6	60.1	50.7	59.2	79.3	62.3	52.7	61.0	79.2	63.0	53.7	61.0	7.5%	12.7%	12.3%	7.0%
	versity of South Carolina	79.3	58.5	48.8	62.5	82.9			64.7	85.6	61.8	51.4	66.6	86.4	61.9	53.1	67.1	87.0	62.0		67.7	92.1	65.7	59.2	71.2	96.7	68.6	60.8	72.6	21.9%	17.3%	24.6%	16.2%
	versity of Tennessee, Knoxville	74.4	56.1	45.3	60.7	79.6			63.8	81.5	62.1	50.1	65.6	83.4	63.5	52.3	66.1	88.1	66.4	54.5	68.5	91.1	68.9	58.3	69.8	94.8	71.6	59.6	72.2	27.4%	27.6%	31.6%	18.9%
Van	nderbilt University	99.8	64.7	52.9	76.9	103.2	66.5	54.4	77.1	106.9	70.8	59.5	79.5	112.3	74.2	68.6	84.7	117.1	76.2	64.3	85.8	123.9	79.0	65.0	91.0	126.6	81.9	66.0	91.1	26.9%	26.6%	24.8%	18.5%
SRI	EB Flagship Institutions																																-
	versity of Georgia	82.8	58.9	50.2	66.8	85.0	60.5	52.2	68.2	88.7	63.0	53.3	70.4	90.8	64.5	55.3	72.6	90.9	63.6	56.4	72.5	92.8	64.7	57.7	73.8	95.9	67.6	61.7	76.6	15.8%	14.8%	22.9%	14.7%
	versity of Alabama	75.1	54.7	45.3	56.8	77.9	57.2	47.3	59.2	77.3	57.9	46.9	58.9	80.5	60.4	49.4	61.4	81.1	61.2	49.0	62.3	90.7	65.6	52.1	68.1	97.8	70.9	56.1	72.7	30.2%	29.6%	23.8%	28.0%
Uni	versity of Arkansas	73.5	55.1	47.6	57.4	76.3	57.1	50.4	59.6	78.3	58.8	52.2	60.9	80.5	60.8	53.0	62.8	81.9	61.0	53.2	64.0	84.5	63.0	54.6	66.5	90.4	66.2	56.3	70.2	23.0%	20.1%	18.3%	22.3%
Uni	versity of Delaware	91.9	65.0	52.1	71.1	95.7	67.1	53.5	72.9	100.0	70.0	56.1	75.1	101.9	71.1	58.5	76.9	105.8	73.4	60.1	79.4	109.6	76.1	61.5	81.8	114.1	78.5	63.0	84.2	24.2%	20.8%	20.9%	18.4%
	versity of Florida	76.9	56.9	49.9	64.2	82.0	61.4	53.7	68.4	86.9	62.4	53.7	71.1	89.3	63.7	55.3	72.7	93.5	65.7	56.6	74.8	96.0	69.1	59.5	77.3	101.4	71.7	61.6	81.0	31.9%	26.0%	23.4%	26.2%
	versity of Kentucky	76.5	57.1	46.8	62.4	79.6	58.5	49.4	64.9	85.0	60.5	51.9	66.7	85.9	61.3	52.9	67.0	89.1	62.3	55.9	69.9	90.0	64.1	57.7	71.0	93.4	67.2	61.1	73.7	22.1%	17.7%	30.6%	18.1%
	isiana State University	71.2	52.6	46.0	54.2	72.5	53.1	46.5	54.8	80.5	59.1	52.4	60.5	84.6	60.2	53.5	60.7	91.1	64.6	58.5	65.5	92.8	67.1	59.9	68.0	93.2	66.4	60.3	68.0	30.9%	26.2%	31.1%	25.5%
	versity of Maryland College Park	88.8	63.5	57.5	68.1	98.1	69.2	64.2	77.3	105.6	74.4	69.2	81.2	106.5	74.5	69.2	82.9	107.0	74.9	70.0	84.3	111.0	76.3	75.2	87.7	115.7	80.3	75.9	91.2	30.3%	26.5%	32.0%	33.9%
	versity of Mississippi	74.5	55.9	45.2	55.9	72.9		45.0	54.8	76.4	60.8	47.1	56.8	77.2	60.9	49.2	57.8	78.3	61.5	51.6	58.6	83.2	65.1	54.5	61.0	83.7	63.3	55.3	61.2	12.3%	13.2%	22.3%	9.5%
	versity of North Carolina Chapel Hill	93.8	67.4	55.2	75.3	100.9				103.4	72.2	60.3	80.8	105.2	73.4	61.3	81.6	106.3	74.1			112.7	77.2	65.8	85.2	115.3	77.9	65.2	87.1	22.9%	15.6%	18.1%	15.7%
	versity of Oklahoma	77.9	53.3	42.9	57.2	81.3	55.3	44.8	59.4	84.8	56.5	46.7	61.1	84.8	57.9	48.5	62.2	85.7	57.5	48.9	62.1	89.7	62.0	51.7	65.3	95.4	65.9	54.2	69.3	22.5%	23.6%	26.3%	21.2%
	versity of South Carolina	79.3	58.5	48.8	62.5	82.9			64.7	85.6	61.8	51.4	66.6	86.4	61.9	53.1	67.1	87.0	62.0	55.8	67.7	92.1	65.7	59.2	71.2	96.7	68.6	60.8	72.6	21.9%	17.3%	24.6%	16.2%
	versity of Tennessee, Knoxville	74.4	56.1	45.3	60.7	79.6	1000000		63.8	81.5	62.1	50.1	65.6	83.4	63.5	52.3	66.1	88.1	66.4	54.5	68.5	91.1	68.9	58.3	69.8	94.8	71.6	59.6	72.2	27.4%	27.6%	31.6%	18.9%
	versity of Texas	89.4	58.2	54.2		94.1	60.8		71.1	98.8	63.5	60.0	73.8	102.9	66.1	61.5	76.5	103.2	64.9			109.9	70.3	66.9	82.0	115.7	72.9	70.7	85.9	29.4%	25.3%	30.4%	26.7%
	versity of Virginia	101.2	68.9	53.7	78.0	106.2				107.6	71.2	56.8	82.7	107.7	71.3	57.4	83.1	112.9	75.1	60.8	86.7	118.1	78.1	64.1	91.1	123.1	82.7	68.0	95.2	21.6%	20.0%	26.6%	22.1%
	st Virginia University	68.8	53.8	43.4		72.4				73.7	56.3	45.4	58.4	75.1	57.8	46.5	59.3	75.8	58.8	47.7	60.1	76.3	59.8	49.1	61.0	79.8	61.7	51.5	63.3	16.0%	14.7%	18.7%	13.6%
We																																	

Yellow highlight denotes where the figures are greater than UGA's (FY 2000, FY 2005, & FY 2006 only)

Source: Academe, Bulletin of the American Association of University Professors, The Annual Report on the Economic Status of the Profession, for each fiscal year.

Salary averages are replaced by dashes (---) when the number of individuals in a given rank is fewer than three.

All RK - includes the rank of lecturer and the category of "No Rank."

NR=Not Reported

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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 Avg. UGA	103,750 95,929	72,139 67,650	64,595 61,741	63,942 63,607	44,821 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 ra	ank 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)

Total \$8,809,617

<sup>\*</sup>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