



The University of Georgia®

Office of the President

TO: Dr. Jan Hathcote, University Registrar
FROM: President Jere W. Morehead *JWM*
RE: Faculty Salary Data
DATE: March 25, 2015

The University Council approved at its April 2014 meeting a proposal from the Human Resources Committee for a regularly-conducted study on faculty salary issues at the University of Georgia; I approved this action, as attested by my signature, on May 6, 2014.

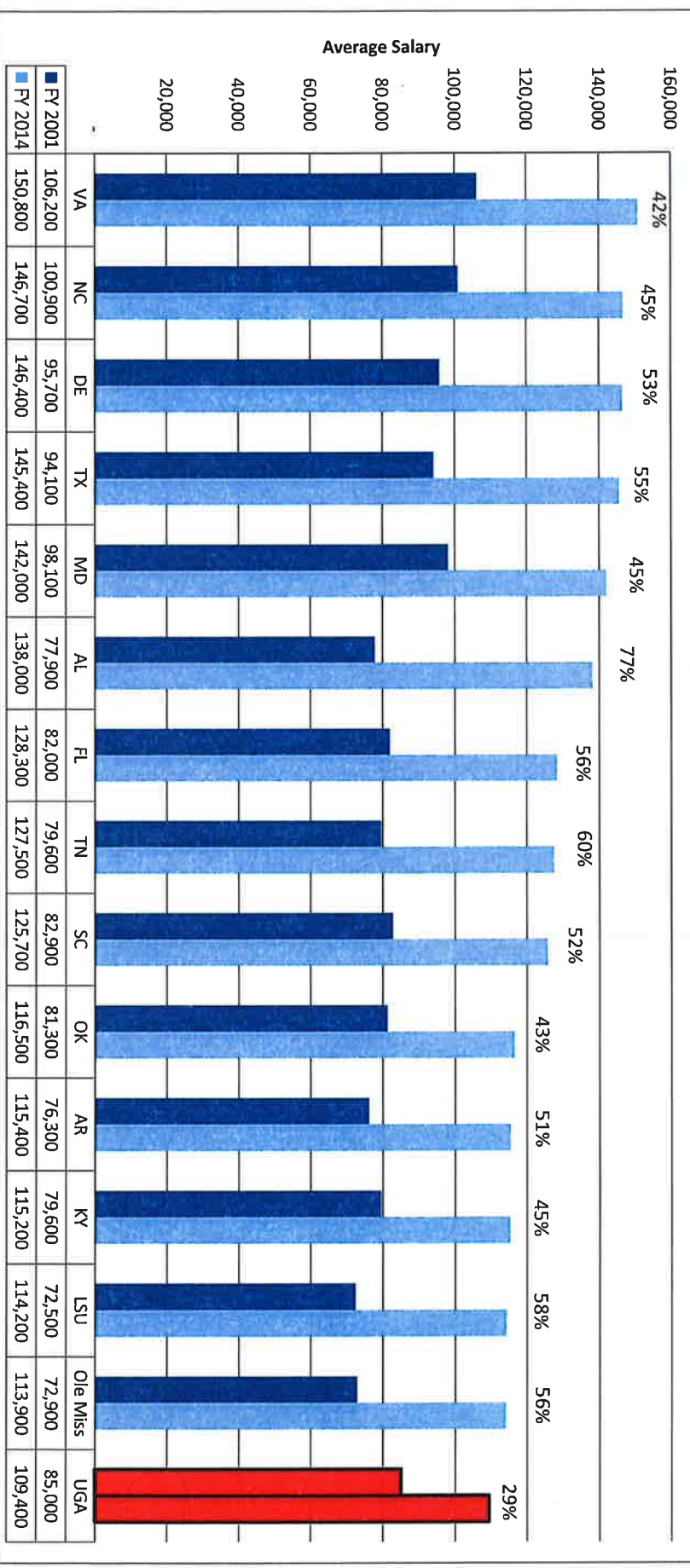
The attached document represents the first component of this report: the competitiveness of UGA faculty salaries in comparison with peer and aspirational institutions since 2001. This data has been shared with Chancellor Henry M. Huckaby and other state leaders and provides the basis for our effort to secure a second year of meaningful merit-based salary increases for all faculty and staff.

Provost Pam Whitten has charged Dr. Michelle Garfield Cook, Associate Provost for Institutional Diversity, with conducting an analysis of gender equity in compensation. Dr. Whitten advises me that this report is nearing completion.

The faculty salary study does not yet include discipline-specific data, as we concentrated our data-gathering efforts on a holistic review that would support an institution-wide platform for merit-based salary increases.

Cc: Dr. Pam Whitten
Mr. Ryan Nesbit

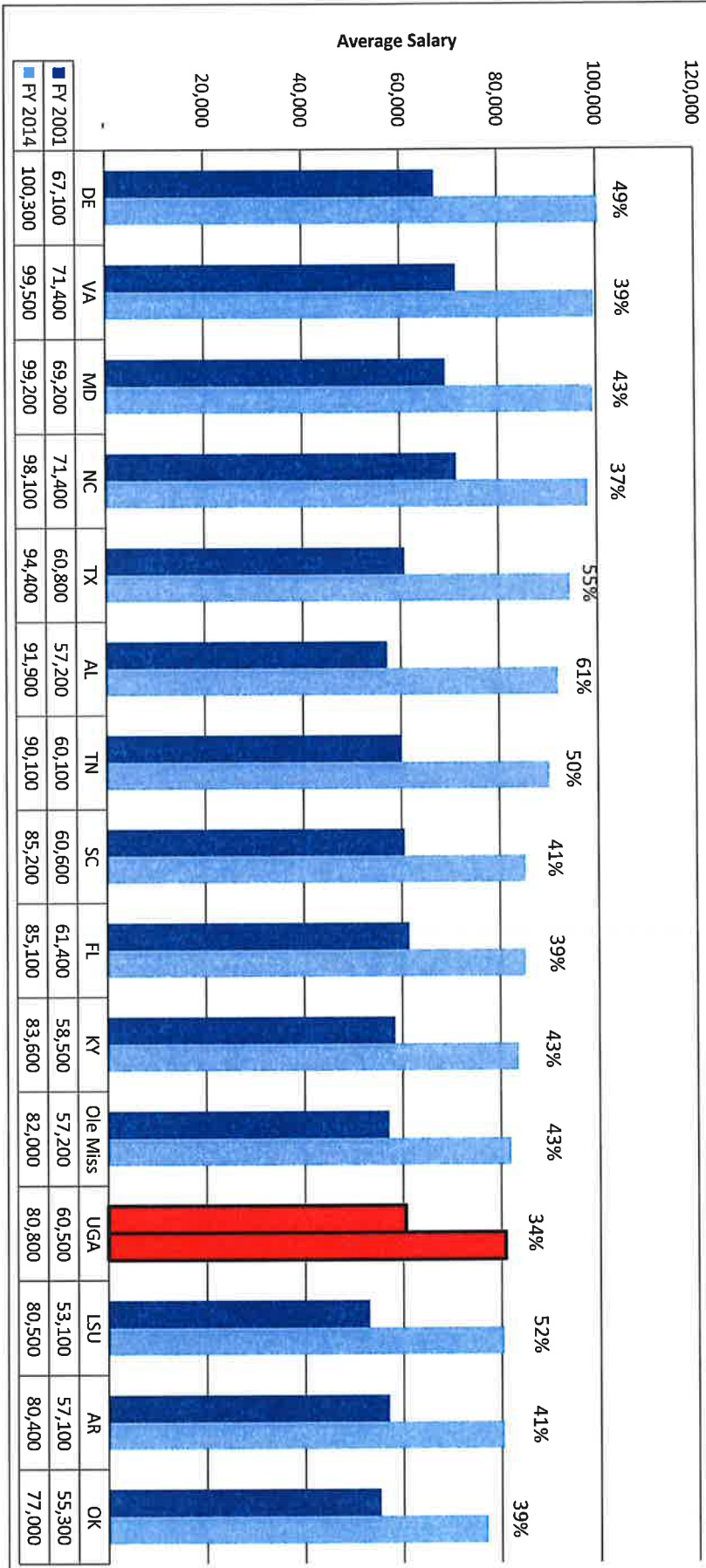
Average Faculty Salary Comparison - FY 2001 vs. FY 2014 SREB Flagship Institutions - Professor Rank



Key Points:

- The percentage increase for UGA Professors from 2001 to 2014 of 29% was the lowest of the 15 reporting SREB institutions.
- UGA's average faculty salary ranked 6th in 2001 and is ranked 15th in 2014.
- Since 2001, UGA has been overtaken by Florida, Alabama, South Carolina, Arkansas, Oklahoma, Kentucky, Tennessee, LSU, and Mississippi.
- UGA was \$3,000 above the University of Florida in 2001 but by 2014, Florida moved to \$18,900, or 17%, ahead of UGA.
- UGA was \$7,100 above the University of Alabama in 2001 but by 2014, Alabama moved to \$28,600, or 26%, ahead of UGA.

Average Faculty Salary Comparison - FY 2001 vs. FY 2014 SREB Flagship Institutions - Associate Professor Rank



Key Points:

- The percentage increase for UGA Associate Professors from 2001 to 2014 of 34% was the lowest of the 15 reporting SREB institutions.
- UGA's average faculty salary ranked 8th in 2001 and is ranked 12th in 2014.
- Since 2001, UGA has been overtaken by Alabama, Kentucky, Tennessee, and Mississippi.

FUNDS REQUIRED TO REACH SREB FLAGSHIP AVERAGE SALARIES

Fiscal Year 2014

SREG Flagship Institutions	Professor	Associate Professor
University of Alabama	138,000	91,900
University of Arkansas	115,400	80,400
University of Delaware	146,400	100,300
University of Florida	128,300	85,100
University of Kentucky	115,200	83,600
Louisiana State University	114,200	80,500
University of Maryland College Park	142,000	99,200
University of Mississippi	113,900	82,000
University of North Carolina Chapel Hill	146,700	98,100
University of South Carolina	125,700	85,200
University of Oklahoma	116,500	77,000
University of Tennessee, Knoxville	127,500	90,100
University of Texas	145,400	94,400
University of Virginia	150,800	99,500
Average SREB (does not include UGA)	\$ 130,429	\$ 89,093
University of Georgia	\$ 109,400	\$ 80,800
Difference	\$ 21,029	\$ 8,293
Number of UGA Faculty in Rank	784	542
Amount Required to Reach Average SREB		
Salary	\$ 16,486,400	\$ 4,494,729
Benefits @ 28%	\$ 4,616,192	\$ 1,258,524
Total by Rank	\$ 21,102,592	\$ 5,753,253
GRAND TOTAL	\$ 26,855,845	