MINUTES

University Senate Budget Committee
3:00, 13 April 2016

Meeting was called to order at 3:06 by Unil Perera, chairing on behalf of Greg Lisby.

Present were: Unil Perera (chairing), Robin Morris (guest), Margo Brinton, Lea Casanova, Mario Feit, Sergio Gallo, Jacqueline Lares-Gore, Nancy Kropf, Peter Lyons, Joe Patterson, Chester Phillips, Sally Robertson, Bryan Sinclair, Marie Sumner Lott, Susan Swars.

Perera asked those assembled to introduce themselves, as the meeting included newly elected senators for the 2016-17 academic year.

Minutes of the 11/6 meeting were approved by acclamation.

Perera introduced Robin Morris, Associate Provost for Strategic Initiatives and Innovation. Morris explained the university’s proposed plan for addressing salary compression at GSU. (See attached summary of Morris’s presentation.)

Discussion of the plan followed Morris’s presentation. Some topics that arose:

• Colleges will decide independently how they define “exceptional” in context of the post-promotion reviews. Because the achievement of an “exceptional” post-promotion review suggests a need to revise salary in order to address compression, this ranking will likely become more competitive as it costs colleges money in salary adjustments.

• How does the Triennial review for administrators affect this issue? Short answer: It does not. Administrative positions are 12-month contracts, so for salary comparison, the university would use the academic base salary (.75 of the current salary). Additionally, the triennial review is separate from the five-year post-tenure/post-promotion review and on a separate timeline.

• this compression reduction measure is separate from the 3% merit raises; these raises will come from different pools of money from the university budget.

There being no new business, the meeting adjourned at 3:55 pm.

Submitted by Marie Sumner Lott

1Peer, Public, Research Very High, Southeastern Universities identified by Oklahoma State from their AY15 national survey database included: University of Arkansas, University of Kentucky, University of Houston (TX), Louisiana State University, University of Alabama at Birmingham, Mississippi State University, University of Georgia, University of Tennessee at Knoxville, Virginia Commonwealth University.
Minimum Tenure-Track Full Professor Salary Review/Adjustment Model for Graduate Degree Granting Academic Units

1) Current Faculty Promoted to Full Professor (reviewed AY16).

Goal: Benchmark salary to Average Salary of Full Tenure-Track Professors from Peer, Public, Research Very High, Southeastern region Universities for their discipline using FY2015 data. Our current faculty who are being promoted to Full Tenure-Track Professor, at minimum, have salaries within the average range of other Full Tenure-Track Professors at similar Public Research Very High Universities in the Southeastern region (non-AAU) for their discipline.

A) If base salary at time of review is greater than 10% under Average Salary Benchmark, provide annual merit adjustments for as long as it takes to get within 10% of the Average Salary Benchmark for the rank and discipline, with maximum annual correction no greater than the maximum permitted by USG and funds available. Colleges and University each provide for this adjustment each year until goal is met.

B) If base salary at time of promotion to Full Tenure-Track Professor is less than 10% under Average Salary Benchmark, provide 4.5% promotion adjustment, and Colleges are required to at least match that 4.5% increase.

2) Faculty Promoted to Full Professor within last 5 academic years (reviewed AY11-AY15).

Goal: Benchmark salary to Average Salary of Full Tenure-Track Professors from Peer, Public, Research Very High, Southeastern region Universities for their discipline using FY2015 data. For faculty promoted to Full Tenure-Track Professor during the last 5 academic years, via a rigorous review process at Department, College, University and Provost/President level, adjustments are needed because of limits on raises by USG during this period. They were not able to be brought within the Average Salary Benchmark range at the time of their promotion or afterwards, and have fallen further behind their peers.

A) If base salary at time of review is greater than 10% under Average Salary Benchmark, provide annual merit adjustments for as long as it takes to get within 10% of the Average Salary Benchmark for the rank and discipline, with maximum annual correction no greater than the maximum permitted by USG and funds available. Colleges and University each provide for this adjustment each year until goal is met.

B) If base salary at time of review is less than 10% under Average Salary Benchmark, than Colleges provide merit raises as appropriate.

3) Faculty Promoted to Full Tenure-Track Professor, or with exceptional performances based upon their 5-Year Post-Tenure reviews within future academic years (reviewed AY 17 and on).

Goal: Benchmark salary to Average Salary of Full Tenure-Track Professors from Peer, Public, Research Very High, Southeastern region Universities for their discipline using recent benchmark data. Those newly Promoted to Full Professor, or who are Full Professors who have Post-Tenure reviews rated with exceptional performances by their departments/colleges, should have, at minimum, salaries within the average salary range of other Full Tenure-Track Professors at similar Peer, Public, Research Very High, Southeastern region Universities Public Research Very High Universities in the Southeastern region (non-AAU) for their discipline.

A) If base salary at time of review is greater than 10% under Average Salary Benchmark, provide annual merit adjustments for as long as it takes to get within 10% of the Average Salary Benchmark for the rank and discipline, with maximum annual correction no greater than the maximum permitted by USG and funds available. Colleges provide for this adjustment each year until goal is met.

B) If base salary at time of review is less than 10% under Average Salary Benchmark, than Colleges provide merit raises as appropriate.