University Senate Budget Committee Meeting

November 18, 2020 at 2:00 pm

Minutes

The meeting was called to order by Dr. Unil Perera.


The minutes for the October meeting were approved.

Wendy Hensel – Provost, presented an update:

- Pay Adjustments
  - Involved in 2 studies on pay – a demographic study by Mercer based on race, ethnicity and gender to determine if anyone was underpaid due to those factors. The second was based upon discipline rank, tenure status and years at Georgia State.
  - The studies concluded that we were compensating equitably.
  - Identified 22 individuals as having discrepancies in their pay and 21 were eligible for an increase and were compensated the difference starting in October

- Salary satisfaction
  - Seeing dissatisfaction across the board.
  - Intended to address this fiscal year however, due to Covid-19 and the resulting budget cut, we are in a very difficult position.
  - Still need to start the process and asked Jerry Rackliffe if there was money we could find – identified $500k for this adjustment.
  - Will be identifying individuals who are paid less due to inversion.
  - Will be distributing using one of three possible methodologies – 1. Someone whose salary is inverted and does not have any performance issues, 2. Focusing on those with the highest levels of inversion that are not performance related and 3. Delegating discretion to the Deans.
  - The Deans will be giving their recommendations and we’ll choose a methodology and go from there.

Joann Joyner, presented an update on the retirement plan:

- Have given HR a list of recommendations to the website that outlines the differences between the TRS vs. ORP plans.
- Unil will be sending the file to Jerry Rackliffe.

It was decided that the Committee would not meet in December. The new VP for research will present at the January meeting.

The meeting was adjourned at 3:16 pm.

Respectfully submitted by Jana Ooley.