

## GCSU 2018-2019 Faculty Salary Study

### February Report

2/6/2019: Philosophy of Current and Future Studies

Present: Craig Turner, Robert Blumenthal, Russ Williams, Neil Jones, John Swinton, Sallie Coke

1. A brief discussion of what we could report concerning chair salaries ensued. Without ranges as CUPA provides for each faculty rank, the best we are likely to be able to report are suggestions based on our own policy (1.2 x full professor salary) and observations of median salaries from CUPA. We will see if we can get additional information when the new CUPA data come out.
2. Another option worthy of consideration is to take the chair salary (adjusted from fiscal year to academic year) and compare with the professor rank.

The attention of the Committee turned to guiding philosophies for this and future studies:

3. The committee discussed a number of guiding principles. While it appeared that the committee was in agreement about a number of principles pertaining to the suggested target ranges for median salaries for each rank and CIP code job classification, later discussion revealed that a number of committee members felt uncomfortable sharing the deliberations at this point for fear that anything reported would be taken as a promise rather than discussion items. The two remaining points that the committee agreed upon are:
  - a. Chairs/Deans should ultimately apply their professional judgement on allocation of salary pool monies to individual faculty members. Our suggestions focus on median salaries based on CIP codes relative to the market.
  - b. There should be an annual report presented to the university community that provides the median GCSU salary for each rank and CIP code, and compares that salary with the 25 percentile, the median, and the 75 percentile salaries for that rank and CIP code from the annual CUPA data. This will demonstrate an ongoing commitment to fairness in faculty compensation and retention and allow future salary studies to make use of information about salary trends over time.

2/13/2019: Continued Discussion of Philosophy of Current and Future Studies

Present: Craig Turner, Robert Blumenthal, Russ Williams, Neil Jones, John Swinton, Sallie Coke

Preliminary announcements:

Russ informed the committee that Leadership intends to start implementation of any action stemming from the salary study in January of 2020. In part, this is to distinguish actions taken based on this study from merit increases. The implication is that we have until May 2019 to submit our completed study.

Russ has also been in contact with representatives from CUPA-HR who believe they will be able to provide additional data <currently all that is available is the average or median> concerning chair salaries. During the meeting Russ received a message indicating that analysts at CUPA-HR will work with

us to try to get chair level data comparable to the data we are using for the rest of the study to establish salary bands which are the quartiles (minimum, 25<sup>th</sup> percentile, median, 75<sup>th</sup> percentile, maximum)...

(Discussion concerning redacting portions of last meeting occurred here.)

Discussion concerning treatment of time in rank:

The committee reviewed the report developed by Columbus State. In their report they suggested that it was appropriate to address the number of years a faculty member was in rank by adjusting their recommended salary adjustments with a fixed amount of money per year. We concluded that such an approach was not appropriate for us given that such an approach does not account for salary differentials observed in the data we are using. The committee recognized the constraint that there is no notion of cost of living adjustments within the University System. We also recognized that different individuals are likely to progress in their careers at different paces. And, given that chairs and deans will have discretion to allocate any merit raises based on their best assessment of meritorious achievement, we decided that the best approach to develop a systematic approach to compensation over time is to:

- A. Maintain an annual assessment of how median salaries for each CIP code and rank at Georgia College compare with annual CUPA data. This is to ensure that salaries within rank and CIP code at Georgia College stay within acceptable bounds of the CUPA comparison data over time. And it will allow for an eventual assessment of the general trend in salaries over time to help predict future funding needs.
- B. Note that over time allocations of annual merit raises should represent any individual faculty member's accumulated effort to progress within her or his discipline. Thus, we would expect to see some variance in salaries within rank and CIP codes.

2/20/2019: Review of Staff Salary Study handouts from Leadership Team

Present: Craig Turner, Robert Blumenthal, Russ Williams, Neil Jones, John Swinton, Sallie Coke

No new data were available at this point so we reviewed the documents provided to the President's cabinet concerning the concurrent staff salary study. The biggest takeaway was that the study would provide insight into the template we might want to use to present our results.

2/27/2019

No meeting