GCSU 2018-2019 Faculty Salary Study

October Report

10/08/2018: Initial/Organizational Meeting

Members:

Ex Officio: Provost Brown, Susan Allen, Craig Turner

Members: Robert Blumenthal, Sallie Coke, Neil Jones, John Swinton (Senate Representative), Russ Williams

Tasks:

Recommend acceptable salary ranges for each discipline and rank for all full time faculty. These ranges are to assist in the attraction and retention of highly qualified faculty in our attempt to become a nationally preeminent public liberal arts institution. Among other factors, we are to use information from approved aspirational schools (as determined by the BoR/USG, the GCSU Cabinet, and relevant accrediting bodies) to develop our recommendations.

Fully document all work done.

Create a philosophy to guide future salary reviews.

10/15/2018: Review of Data Requirements

Visiting: Dr. Chris Ferland (AVP Institutional Research)

Discussion topics:

1. Challenge of gathering data
   1. No reliable source of data that provides institution/rank/discipline data – AAUP and IPEDS do not provide discipline based information.
   2. CUPA-HR (College and University Professional Association for Human Resources) may have (broad) discipline level data but not for specific institutions. We do not know at this point.
   3. Little reason to believe institutions will share data that they do not report to other bodies. We will ask anyway.
2. Moving forward
   1. Check CUPA-HR
   2. Reach out to a few aspirational schools to see what they will share
   3. Look into alternative avenues for obtaining discipline-based data

Updates can be found at: [http://www.gcsu.edu/provost/faculty-salary-review-task-force](https://na01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.gcsu.edu%2Fprovost%2Ffaculty-salary-review-task-force&data=02%7C01%7C%7C4210ac41c1eb46a922b808d632d92178%7Cbfd29cfa8e7142e69abc953a6d6f07d6%7C0%7C0%7C636752305476109130&sdata=nZRUamlk2XnZNQ9lsAl6O%2F0HdMjbwa%2BPk5V43mxPaIA%3D&reserved=0)