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Faculty Senate Bill FSB-2013-04-15-03: Comprehensive Salary Analysis Study

Armstrong Atlantic State University

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Armstrong Atlantic State University
Faculty Senate Bill 2013-04-15-03:
Comprehensive Salary Analysis Study

Presidential Action

A comprehensive salary analysis study with recommendations be conducted next year and every three years after that is submitted to the University President for approval.

Delivered:

Signature: 2H- Date: 4/30/13

Approve: _____

Disapprove: _____

Remand: X

Comments: (please attach an additional sheet if necessary)

Please see attached.

Signature: Linda Bleicken Date: 5/28/13
Dr. Linda M. Bleicken, President
Armstrong Atlantic State University

Faculty Senate Bill 2013-04-15-03 Comprehensive Salary Analysis Study

Comments:

There is general agreement with the recommendation for a comprehensive salary analysis during the coming year. However, this bill, as stated, lacks clarity that is necessary for an informed response. The following questions should be addressed prior to approval:

1. Is the salary study to include analyses of both faculty and staff salaries?
2. If so, will the same (or similar) process be used as in the past? That is, the 2011 staff salary analysis was led by the Office of Human Resources which used comparator data gleaned from both College and University Professional Association for Human Resources (CUPA) data and from University System of Georgia institutions similar to Armstrong. The 2011 analysis of faculty salaries was led by a committee which included both faculty and staff. Further, inputs were gathered from department heads and deans to refine the work of the committee.

Finally, it is important that all acknowledge that completion of a salary analysis study does not guarantee the institution's ability to move forward on recommendations that may be made.