

3-28-2011

Faculty Senate Bill 047.10/11: Compensation Increases

Armstrong Atlantic State University

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Armstrong Atlantic State University
Faculty Senate Bill 047.10/11: Compensation Increases

Presidential Action

Delivered:



3/28/11

Signature

Date

Approve: _____

Disapprove: _____

Remand: _____

Comments: (please attach an additional sheet if necessary)

Signature: _____ Date: _____

Dr. Linda M. Bleicken, President
Armstrong Atlantic State University

Whereas the faculty, staff and administration of Armstrong Atlantic State University are all critical to the success of the University; and

Whereas there is exceptional performance, service, and increase in duties exhibited among employees at all levels of the University; and

Whereas maintaining a climate of trust and collaboration among the administration, faculty, and staff is essential to effective shared governance; and

Whereas the proximity of administrators and professional staff to those making recommendations for pay increases places administrators and professional staff at a significant advantage in being recognized for exceptional performance, increase in duties, or service to the institution; and

Whereas, the awarding of increases in permanent compensation should not be based on proximity but on sound practices to actively seek out and reward exceptional performance, service and increase in duties from employees of all constituencies, then

The Armstrong Atlantic State University Faculty Senate, by this bill, requests the President of the University to formally adopt the following as part of the University's compensation policy to the extent allowed by the University System of Georgia:

That all policies regarding the awarding of permanent increases in compensation be applied in equivalent fashion to administration, faculty and staff. These include but are not limited to raises for exceptional performance, increase in duties, or service to the institution.

That no means or rationale of permanent increase in compensation which is available to administrators and professional staff be denied to faculty and support staff in either policy or in practice, either intentionally or by omission.

And that, until such time as a mechanism is put in place to evaluate and recommend faculty and staff for such increases in permanent compensation, no administrator or professional staff shall receive permanent pay increases for exceptional performance, increase in duties, or service to the institution.