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## Salary Increases for Promotion in Professorial Rank

Robert Costomiris

*Georgia Southern University*

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# Salary Increases for Promotion in Professorial Rank

Submitted by Robert Costomiris

2/24/2016

## Question:

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Have salary increases for promotion in professorial rank been reviewed since 2005? If so, what was the result of that review?

## Rationale:

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In 2005 a task force charged by the provost at that time reviewed salary increases for promotion in professorial rank and recommended that they be raised to \$3750 for promotion to Associate Professor and \$5000 for promotion to Professor. The previous salary increases of \$1500 and \$2000 respectively had been in place for 12 years. The task force also recommended that these levels be reviewed every four years so that Georgia Southern did not fall behind similar universities in the region and beyond and exacerbate salary compression. Although in the end the raises were a little less (\$3000 for promotion to Associate) the task force's recommendations, including the 4 year review, were accepted.

## Response:

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3/18/2016: The Senate Moderator discussed this with Interim President Jean Bartels. These raises have not been revisited since 2005 due to a general lack of funds (recall, there were many years of \$0 raises in here). For the past two years, GSU funds have been added to the legislative appropriation that made its way here from the BOR to fund 2% raises (the AY 15-16 raises were 0.66% from the BOR; the rest came from us).

Also noted was the fact that raises for successful post-tenure reviews (applies to full professors as well) were instituted, and increased for AY 14-15 to \$1500 for a "meritorious" rating.

No ADDITIONAL money to increase either promotion or post-tenure raises is foreseen for AY16-17 , due to no tuition increase and relatively flat expected enrollment. When budgets improve, this is an issue that the new president should address.

**--Pat**