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Salary Study

Submitted by: Clara Krug

4/12/2007

Question:

What progress can the administration report for those/the agency/the individuals conducting the commissioned study of salaries of faculty members at Georgia Southern University?

Rationale:

This study may affect faculty members in various units at Georgia Southern University.

SEC Response:

April 24, 2007: The following information comes from Dr. Bleicken. It addresses how they have used the salary survey information, and efforts to address salary compression. Pat Humphrey, Senate Moderator.

1. Georgia Southern University participated as one of the responding institutions to the salary survey performed by Georgia College and State University during this academic year. Participating institutions also included: Armstrong Atlantic State University (GA), Augusta State University (GA), Berry College (GA), College of Charleston (SC), Columbus State University (GA), Fort Lewis College (CO), Eastern Connecticut State University (CT), Henderson State University (AR), Kennesaw State University (GA), Macon State College (GA), Mansfield University (PA), Midwestern State University (TX), North Georgia College & State University (GA), Sonoma State University (CA), Southern Oregon University (OR), SUNY @ Geneseo (NY), Truman State University (MO), University of Evansville (IN), University of Mary Washington (VA), University of Montevallo (AL), and University of West Georgia (GA).

2. Results of this survey were only one input used when considering equity adjustments. Other inputs included salary survey data collected by the University of South Alabama, IPEDS (Integrated Post-secondary Education Data Systems) data, Association of Schools of Public Health salary survey, AACSB salary survey, and other surveys

specific to various College disciplines. These data were obviously augmented by informal data gathering that each dean engages in through professional contacts and professional associations. [Note: In future years, Georgia Southern will participate in administrations of the CUPA-HR (College and University Personnel Association) Faculty Salary Survey and obtain comparison reports.]

3. Deans of all colleges participated in a workshop conducted January 26, 2007, during which Deans Ron Shiffler and Fred Whitt outlined the process each has used during past years to begin to address salary compression within their respective colleges.

4. As appropriate, these processes were incorporated in Deans' collaborative meetings with Department Chairs regarding salary compression.

5. The University identified an amount in excess of the proposed 3% salary increase for distribution in FY 2008. A portion of these dollars has been used by the Provost to provide equity adjustments for approximately 80 faculty and staff members who were identified by deans and chairs through a stepwise process to have current salaries that appear to be most severely compressed. This is an iterative process that will continue in subsequent years.

NOTE: It is important to remember that all salary assignments are only tentative at this time, pending approval of the FY 2008 budget by the state and the Board of Regents.

Senate Response:

Clara Krug, on April 12th, filed an RFI about the salary study, and what progress has been made. "The salary study was completed. It was used, and there's a long list of institutions including Armstrong Atlantic, Augusta State, Berry College, College of Charleston, Columbus State, Fort Lewis College in Colorado, Eastern Connecticut, Kennesaw, etc., etc., that were part of that salary survey. That information was used along with information from the University of South Alabama. Their survey data, the IPEDS, or Integrated Postsecondary Educational Data System data, etc., etc., [and] various other sources [were used] to identify appropriate salary ranges, shall we say. And then the Deans of all the colleges participated in a workshop in January during which Ron Shiffler and Fred Whitt explained to the other Deans the mechanisms they have been using to try and identify and rectify the most egregious cases of salary compression. Then the Deans of all colleges met with Department Chairs and tried to identify within their own colleges the most egregious cases of salary compression, and those were then forwarded on to Dr. Bleicken.

At this point, they have approximately 80 faculty [members] who have been identified as the worst cases of salary compression to try to remedy. They have some money this year to try and address that; however, it's only about a third of the money that was identified as necessary to try and fully correct it. But it's a step in the right direction. And they plan on trying to continue this process every year to try and address salary compression. They make note that they will be participating ... in the College and University Personnel Action Faculty Salary Survey in future years to try and help keep getting comparison reports."

Clara Krug (CLASS) had a question about the salary study. In her experience, when the American Association of University Professors (AAUP) or the Chronicle of Higher Education asks for salary data, it relies upon the individual institution to present its salary data. Those requesting the data don't know if, for example, among full professors, in addition to the full-time teaching faculty, administrators are included. For the salary study that we commissioned, she asked 1) who provided the data, and 2) whether administrators with faculty rank who are not full-time teaching faculty were included. She expressed her concern that inclusion of administrators with faculty rank would somewhat skew the data for the full-time faculty who are not administrators.

Linda Bleicken (Provost) responded that we participated in this survey; however, we did not commission the survey.

Second, Wendy Woodrum gathers those data and she is probably more aware of faculty salary data than anybody here on campus. The administrators were separated out because it would not have been appropriate to include their salaries. It would truly have skewed data.

Pat Walker (CLASS) wanted to follow-up on the salary study. She asked if the temporary faculty were removed from the survey.

Linda Bleicken (Provost) responded that they were not removed. However, they were so identified because there was a separate category for temporary faculty. They were shown in the survey, but they were not mixed up with assistant/associate/full professors who are on tenure-track or who are tenured.