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Future Use of YearEnd Funds

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Future Use of Year-End Funds

Submitted by: Robert Costomiris

10/3/2012

**Motion:**

Until the time when the University receives sufficient resources from the state of Georgia to make market adjustments in faculty and staff salaries, we move that the university devote 80% of all year-end money to making market adjustments to faculty and staff salaries in the form of one-time awards.

**Rationale:**

In the absence of sufficient resources from the state, the university’s ability to improve the financial well-being of its employees has been hamstrung. We have repeatedly been advised to think of creative ways of doing more work with fewer resources. Year-end money awarded as one-time awards is the logical way to redress the demoralizing problem of stagnant salaries that has done serious harm to the university’s institutional health.

Signed, 10/17/2012
Robert Costomiris
Michael Moore
Michelle Haberland
Maria Adamos
Rob Yarbrough
10/17/2012: After legal objections to the original motion were discussed, Robert Costomiris moved to refer the motion to the Compensation Task Force, and this was unanimously approved.