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Faculty Salary Increases Tied to Promotion in Rank

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Faculty Salary Increases Tied to Promotion in Rank

Submitted by: Robert Costomiris

10/29/2018

Subject of Discussion:
It is time that the Senate addressed the issue of Faculty pay. Since merit raises have become so small as to be meaningless, it is important that we discuss other means by which faculty salary might have a chance to at least keep up with the rate of inflation. One way is to increase the amount of money associated with promotion in rank. Currently these amounts are $3000 for promotion to Associate Professor and $5000 for promotion to Full Professor. These are the only 2 meaningful raises in salary faculty can hope for in their entire careers. In the absence of meaningful merit raises or cost of living increases these amounts are not enough.

Rationale:
Faculty salaries have been static for a decade, which means faculty pay is lower now than it was 10 years ago. Raises pegged to promotion in rank were last increased in 2004. At that time, the committee looking at that situation recommended that this issue be studied and addressed every four years. That has never happened. It is past time to discuss ways of addressing this dire situation.

Response:
The SEC found this premature ahead of the report on the Salary Study as it would answer many of the questions below.

To bring this item to the floor, it needs to be an item that can generate productive discussion. As submitted, the SEC agreed that this item needs to provide more than a starting point to discuss. As shown in the previous committee work, no one disagrees with this premise. However, to move this in a productive direction, we see that this item needs a basis of comparison (what do our peer and aspirant institutions offer? How has the increase in benefit costs created a salary decrease? etc...). If that information isn't generated from the faculty end, it's a non-starter. There's no leverage for the Senate to have the discussion. The SEC recommends collecting that data, and then resubmitting this item for an upcoming meeting.

**Previous RFIs, Discussion Items:**

Task Force to Study Salary Increases tied to Faculty Promotions

Authors: Georgia Southern University, Task Force to Study Salary Increases tied to Faculty Promotions

Analysis and Recommendation from the Task Force to Study Salary Increases Tied to Faculty Promotions