GCSU 2018-2019 Faculty Salary Study

October Report

10/08/2018: Initial/Organizational Meeting

Members:

Ex Officio: Provost Brown, Susan Allen, Craig Turner

Members: Robert Blumenthal, Sallie Coke, Neil Jones, John Swinton (Senate Representative), Russ Williams

Tasks:

Recommend acceptable salary ranges for each discipline and rank for all full time faculty. These ranges are to assist in the attraction and retention of highly qualified faculty in our attempt to become a nationally preeminent public liberal arts institution. Among other factors, we are to use information from approved aspirational schools (as determined by the BoR/USG, the GCSU Cabinet, and relevant accrediting bodies) to develop our recommendations.

Fully document all work done.

Create a philosophy to guide future salary reviews.

10/15/2018: Review of Data Requirements

Visiting: Dr. Chris Ferland (AVP Institutional Research)

Discussion topics:

1. Challenge of gathering data
   1. No reliable source of data that provides institution/rank/discipline data – AAUP and IPEDS do not provide discipline based information.
   2. CUPA-HR (College and University Professional Association for Human Resources) may have (broad) discipline level data but not for specific institutions. We do not know at this point.
   3. Little reason to believe institutions will share data that they do not report to other bodies. We will ask anyway.
2. Moving forward
   1. Check CUPA-HR
   2. Reach out to a few aspirational schools to see what they will share
   3. Look into alternative avenues for obtaining discipline-based data

Updates can be found at: [http://www.gcsu.edu/provost/faculty-salary-review-task-force](https://na01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.gcsu.edu%2Fprovost%2Ffaculty-salary-review-task-force&data=02%7C01%7C%7C4210ac41c1eb46a922b808d632d92178%7Cbfd29cfa8e7142e69abc953a6d6f07d6%7C0%7C0%7C636752305476109130&sdata=nZRUamlk2XnZNQ9lsAl6O%2F0HdMjbwa%2BPk5V43mxPaIA%3D&reserved=0)

10/22/2018: Discussion of CUPA-HR as data source

Present: Craig Turner, Robert Blumenthal, Neil Jones, John Swinton (Senate Representative), Russ Williams

1. Russ set up secure shared drive to share information. He and Craig supplied lists of 19 comparison and aspirant schools to consider. As of yet, no lists from College Deans.
2. Russ investigated the possibility that some of the schools on the list have done recent salary studies similar to what we are undertaking. There was limited information available.
3. CUPA – HR data appear to be available by discipline (CIP coded) and rank for participating schools. These data may fit our needs.
4. We agreed that the 19 schools already identified as peer or aspirant schools should be our point of embarkation. But first, it would be a good idea to compare what CUPA-HR reports about us to compare it with what we know about the data we report to them.

10/28/2018: Establish Priority Tasks

Present: Craig Turner, Robert Blumenthal, John Swinton (Senate Representative), Russ Williams

1. Russ provided access to CUPA-HR data.
2. Robert provided a summary of Master’s Institution data by rank and 2-digit CIP code to provide an idea of what data might look like.
3. John and Craig volunteered to try to draw Georgia College’s data from CUPA-HR site. (CUPA-HR requires a minimum of eight schools in a comparison group for data to be drawn. GCSU data appears in the left most data columns.)
4. John and Craig shared their first attempts to draw data to the group.