Members Attending: Paul Alberto, Paul Farnham, Ron Henry, Hugh Hudson, Fenwick Huss, Susan Kelley, Robin Morris, Jerry Rackliffe, P.C. Tai

Others Attending: Lauren Adamson, Ron Colarusso, Dean Dabney, Bill Fritz, Charlene Hurt, Beth Jones, Edgar Torbert

The minutes of November 15 were approved.

Graduate student health insurance

Dr. Henry reported the graduate student health insurance program would not be re-bid at this time and would continue for FY2008 without a separate group for international students.

Salary compression

Dr. Henry invited discussion of salary compression (and inversion) as addressed in the current draft of the 2007 Action Plan. He commented on the possibility of requesting permission from the Board of Regents to supplement the regular salary pool with other funds for the purpose of reducing salary compression for faculty and staff. He observed that Georgia State was generally competitive with other institutions in hiring new faculty, but the salaries of these new hires in some cases approached or surpassed the salaries of hires from previous years. He pointed to meritorious pre-tenure and post-tenure reviews as possible triggers for salary adjustments to correct compression. He emphasized that current discussion of such adjustments would have to be theoretical pending Board of Regents approval to proceed beyond the salary pool and the availability of funds for this purpose.

Discussion showed support for the concept of addressing salary compression with funds beyond the salary pool in the event the Board of Regents approves such an initiative and sufficient funds are available to make a difference. Discussion also showed concern for working out the details of such an initiative with respect to such issues as how pre-tenure and post-tenure success is gauged for salary adjustments, how faculty whose tenure clocks are fast are treated, and how funds are allocated among units for this purpose.

It was agreed Dr. Henry would provide data at the next meeting to facilitate discussion of how to operationalize the concept.

Prepared by Edgar Torbert
Approved January 24, 2007