**CHSS College Faculty Council Meeting**

March 13th, 2018

*In attendance:* Aust (SOCM), Collins (CFC Chair; SGIA), Giddens (ENGL), Hedeen (SCMPD), Lahey (TCID), Leger (Dean’s office), Lundy (GEOG/ANTH), Majumder (ISD), Martin (PSYC), McMahon-Howard (SCJ), Santini (DFL)

**1. Approval of 13Feb18 meeting minutes** [Minutes approved with light edits requested.]

**2. Dean’s comments**

Dean Leger spoke of the ongoing revision to the budgeting process within and beyond CHSS. Expects that it should contribute to greater predictability and transparency.

**3. Annual Review roles for Directors and Faculty other than Chairs**

Questions about the practice of annual evaluations in the English department remain unresolved; ideas continue to be explored. Delegation of tasks, and the role of bylaws will be discussed further.

**4. Merit raises: Advocacy from the KSU Administration and BOR**

Discussion of a proposed letter to advocate for faculty raises, tabled at present time.

**5. Advocacy guidance** [Tabled]

**6. Equity raises comparisons within USG**

Consideration of responses to decompression challenges led to a study of USG institutions’ raises based on promotion in rank.

While KSU provides a 5% raise for each promotion and nothing for successful PTR, comparable schools take different approaches (per data collected by McMahon-Howard through informal networks):

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| *College/University* | *Lecturer to Senior Lecturer* | *Assistant to Associate Prof.* | *Associate to Full Prof.* | *Successful Post-tenure Review* |
| Georgia State U. | 6% (min.) | 6% (min.) | 9% (min.) |  |
| Univ. of Georgia | $4,000 | $6,000 | $7,000 |  |
| Georgia Southern | $1,500 | $3,000 | $5,000 | $1,500-$3,000 |
| UWG |  | $2,000 \* | $3,000 \* |  |
| Valdosta State U. |  | $4,000 | $5,000 |  |
| Columbus State | $5,000 | $5,000 | $5,000 |  |
| UNG | $2,000 | $4,000 | $6,000 | $1,000 |

\* UWG offers the greater of the amounts listed or the difference between faculty member’s salary and 88% of the CUPA median salary for the position’s CIP code.

**7. Online bonus and online positions** [Tabled.]

*Meeting summary prepared by Hedeen*