

Good afternoon, Faculty,

Strategy #5 of [MGA's Strategic Plan](#) is to "Attract, Retain, Develop, and Recognize Talent" with an FY22 strategic priority to conduct a faculty salary study and develop a faculty salary plan for FY2023. The Faculty Classification and Compensation Study has been conducted, and the study indicates on average that faculty salaries at MGA lag behind faculty at other similar institutions. It is important that MGA delivers on its strategic plan, and a phased implementation of the study results will launch in FY23. It is our goal to have the salary adjustments completely implemented within 24 months, but that goal is subject to budgets in FY24 and FY25.

**The University of Georgia's Carl Vinson Institute of Government (CVIOG) completed the survey using a four step process as follows:**

1. Re-evaluating the existing Faculty Classification Plan, which resulted in the development of a new classification strategy for MGA faculty.
2. Completing a custom salary survey by collecting compensation data from other USG institutions as well as a few others for aviation – This included Albany State, Columbus State, Dalton State, Fort Valley State University, Georgia College and State University, University of West Georgia, and Valdosta State; Aviation Programs included: Auburn University, Middle Tennessee State University, and North Dakota State University.
3. Collecting data from other salary surveys such as College and University Professional Association for Human Resources (CUPA-HR) Faculty in Higher Education Report 2021 and the Bureau of Labor Statistics.
4. Data from the Bureau of Labor Statistics.
5. Using the information gathered, the existing faculty compensation structure was revised including a new pay scale (with new Minimums) based on faculty classification, academic college, and academic discipline compensation grouping.

The survey did NOT factor in the \$5,000 Cost of Living Adjustments (COLA) , and those eligible for the COLA (on payroll as of 3/31/2022) will have the \$5,000 added to the salary study adjustment for this upcoming academic year.

**Salary Study Adjustment Methodology**

The study calculates a revised "**Final Adjusted Salary**" for each full-time benefited faculty employee, including administrative faculty. To arrive at the final adjusted salary, two different types of adjustments are applied:

- **Minimum Salary for Academic Faculty Classification by Discipline** - Adjusting to the **minimum** of any updated salary grade; and
- **Compression** – This is a one-time adjustment based on Length of Service (LOS) a faculty member has held their current rank. The LOS adjustment is calculated based on time in rank as of 8/1/2022.
- **89% of faculty** will receive an adjustment. This represents 243 of our 272 faculty and faculty administrators.

**Salary Study Implementation Plan**

The total fiscal recurring costs of the salary adjustments is \$1.85M. A phased approach is necessary due to the enrollment decline in Fall 2021, which has and will continue to impact our budget through 2024.

- Phase one will occur on July 1, 2022 (FY23) for 12-month administrative faculty or August 1, 2022 for 10-month faculty. Phase one implementation will be 50% of the total adjustment, up to a max of \$12,500 per individual.
- Phase two is proposed to occur on January 1, 2024 (FY24), covering an additional 25% of the total salary adjustment.
- The third and final phase is proposed to occur on July 1, 2024 (FY25), covering the final 25% of the total implementation plan.

The timing of phases two and three will be contingent upon a review of the institution's financial condition, and enrollment has a significant impact in our ability to implement future phases of this plan.

### Communication Plan

1. The final report and FAQs will be posted to the [Human](#) Resources webpage by May 31, 2022.
2. By the middle of June each faculty and administrator will receive an emailed letter indicating the below,
  - a. Any salary study adjustment amount
  - b. Final adjusted salary (as noted in the salary study) + Cost of Living Adjustment (COLA) of \$5,000, for faculty on payroll as of 3/31/2022 = Total FY23 Salary

*\*For those faculty receiving promotion and tenure, the final adjusted salary amount will be based on the new position classification in FY2023*

For now, the attached FAQs should provide background. We will continue to update the Faculty Senate on implementation in future years.

As an additional note, contracts this year will be sent and signed digitally. Please continue to check your email regularly as we enter the summer. I hope you enjoy a much-deserved summer break.

With much appreciation,

David

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