

Good morning, all,

I would like to provide an update on the CVIG Faculty Classification and Compensation Study and on FY23 Contracts.

Faculty Classification and Compensation Study

As shared on May 13, 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 FY23. The Faculty Classification and Compensation Study has been completed, and the study indicates on average that faculty salaries at MGA lag behind faculty at other similar institutions. MGA will deliver on its strategic plan, and a "**phased implementation**" of the study results will launch in FY2023. 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.

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.

Phase One (FY23) Faculty Study Implementation:

- **Communication** – All communication will be electronic. Your individualized letter will be emailed to your MGA email address.
- **CVIG Individual Letter** – Each full-time benefited faculty employee, including administrative faculty will begin receiving letters by **Thursday, June 9, 2022**, with the intent to have all delivered within 2-3 business day. The letters will reflect a revised "**Final Adjusted Salary**" and a **Phase One FY23 Salary**. 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.
 - For those faculty receiving promotion and tenure, the final adjusted salary amount will be based on the new position classification in FY2023

Your Phase One FY23 Salary will be 50% of the total adjustments, not to exceed \$12,500 per individual, plus the \$5,000 Cost of Living Adjustment.

Questions related to your new salary should be submitted to me by **Friday, June 17, 2022**. The final report and FAQs will be posted to the [Human Resources](#) website on Monday, June 6, 2022. To avoid confusion from individuals external to MGA, the salary tables have been removed, however you can request a copy of the salary tables from Academic Affairs or Human Resources.

FY23 Faculty Contracts

Due to The Faculty Classification and Compensation Study and the USG system wide implementation of Faculty Contract Delivery, FY23 faculty contracts will be distributed by Friday, June 24, 2022. Faculty Contract Delivery is a new automated system which allows contracts to be generated, sent, and digitally signed. Faculty members will have 20 days from June 24th (July 14th) to digitally sign the FY2023 contract. You will receive an email from Jennifer Jones with instructions on the use of the Faculty Contract Delivery system. **Your contract will not be mailed to your home address.**

Once again, thank you for your patience as we have progressed through the faculty salary study. It is my hope that after reviewing the results of the study, that you will agree, that every effort has been made to ensure we are on a path to align salaries and deliver on our strategic priorities. I have also attached the faculty summer pay rules (originally sent to all supervisors on May 9th) as a reminder in case anyone missed them.

As always, feel free to reach out to me if you have questions or concerns and have a good weekend.

David

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