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Mandatory Furlough Formula

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Mandatory Furlough Formula

Submitted by Ellen Hendrix

8/31//2009

Question:

Why are 9-month faculty are being penalized at a significantly higher rate (roughly 34%) than 12-month administrators in furlough pay calculations? If all GSU faculty and administrators are going to be furloughed, why is the proportional loss in salary not the same for all?

Rationale:

Despite President Grube's and GSU Administration's valiant efforts to protect employees, the Board of Regents has mandated furlough days for all USG employees. While GSU Administration's efforts have been commendable, the current formula for calculating the cost of furlough days causes concern given that the cost of this furlough for 9-month faculty will be significantly greater than for 12-month administrators. Using the 1/260:1/195 formula Dr. Core provided ("The Value of Three Furlough Days"), 12-month full-time administrators will lose 2.28% of their total pay for 6 furlough days; 9-month faculty on a 10-month pay schedule will lose 3.06% of their salaries.

Since summer teaching is never guaranteed and is neither awarded nor compensated in the same way as during the regular academic year, the fact that faculty may earn up to 33% of their nine-months salary in the summer is not a logical rationale for the higher percentage of loss, especially when any additional salary earned in the summer comes only through additional work.

Senate Response:

Mandatory Furlough Formula from Ellen Hendrix on 8/31. Provost Gary Means responded

"1) The number of days (6) and the method of calculation were explicitly prescribed by the BOR. This was not developed by GSU, but we have been directed to implement it.

2) The calculation is [mathematical] simple math. A faculty member with an academic year contract works 195 days, so one furlough day represents 1/195. A twelve-month employee works 260 days, so one furlough day represents 1/260.

Other Response:

8/31/2009 From Dr. Gary Means:

1) The number of days (6) and the method of calculation were explicitly prescribed by the BOR. This was not developed by GSU, but we have been directed to implement it.

2) The calculation is simple math. A faculty member with an academic year contract works 195 days, so one furlough day represents 1/195. A twelve month employee works 260 days, so one furlough day represents 1/260.