



The University of Georgia

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Office of the Senior Vice President for Academic Affairs and Provost

TO: Deans

FROM: Pamela S. Whitten
Senior Vice President for Academic Affairs and Provost

DATE: November 10, 2014

RE: Counter-offers for Faculty

This memo is to present a new policy in response to the discussions we have had regarding retention of our very best faculty. Beginning immediately, you may make documented counter-offers (e.g., offer letter in hand) to faculty in your college/school that are for a maximum of a 10% increase to their current salary if completely funded by your college/school. Your office will be solely responsible for maintaining all documentation around the counter-offer and must be able to provide that documentation if requested.

Any counter-offers for greater than 10%, any counter-offers that involve funding requests to the Provost's Office, or salary changes for any other reason must still be reviewed and approved by me. Please continue to route these requests through Academic Fiscal Affairs.

As you know, I support your thoughtful decisions and thank you for assuming the responsibility for approval of the counter-offers as described above.

c: Russell Mumper
Jayne Smith
Chris Miller