

## PRESENTATION TO LEGISLATIVE COMMITTEE

The Governor has recommended a little over \$69 million as the third year in his commitment to provide a six percent merit salary increase for faculty.

This is a key element in helping make Georgia's system of public higher education world class.

If funded, it would move us closer to achieving first place in the Southern Regional Education Board salary levels, with the increment anticipated for FY 99 expected to put us over the top.

All of our institutions can cite success stories in recruiting and retaining top faculty as a result of the support you have provided to date. Let me personalize these with three examples:

- GSU recently was able to hire three highly talented faculty, including Dr. Jerome Steffen who left a tenured full professorship at the University of Oklahoma to

become chair of the Department of History; Dr. Jonathan Bryant, from the University of Baltimore, who turned down a competing offer from the University of Miami to join GSU, and Dr. Annette Laing, who turned down the University of Tennessee in favor of GSU.

- This year, Georgia Tech was able to recruit two world renowned faculty from other prominent institutions, Dr. Walter de Heer, from the Ecole Polytechnique Federale De Lausanne, an expert in nanotechnology, and Dr. Dennis Hess who held a chaired position and served as Chair of the Department of Chemical Engineering at Lehigh University. Also, Tech retained Dr. Patrica Dove, who recently won a top international prize for her research, and received an impressive offer from the University of Colorado. Dr. Dove is one of 13 CAREER Award winners from the NSF, that Tech has been able to hire recently. Only four other universities in the country had higher numbers.

- Armstrong Atlantic State University reports that the salary increases are enabling them to retain faculty in the highly competitive area of physical therapy. This was not the case in the past. In the past two years, no physical therapy have left, and all new positions have been filled with highly qualified candidates.

These are but a few of the success stories that could be cited. Speaking as one who has worked to keep faculty and recruit them for over twenty years, I can say from personal experience that the salary investments being made today are having an immediate effect and will have an even more significant payoff in the future.

