

**Subject:** Instant HR/Payroll: Telework Survey for Supervisors and Additional Clarification of the Governor's Message

**Date:** Friday, July 24, 2015 at 5:37:56 PM Eastern Daylight Time

**From:** Janet P Walker (sent by HR/Payroll Department Contacts <DEPARTMENT-CONTACTS-L@listserv.gmu.edu>)

**To:** DEPARTMENT-CONTACTS-L@listserv.gmu.edu

**Research Opportunity: Telework Supervisor Survey**

Lia Engelsted, a graduate student in the Industrial/Organizational Psychology program at George Mason University, is collaborating with the HR & Payroll department to conduct research on faculty and staff manager/supervisor views about flexible work, particularly telework. In total, the questionnaire will take about 20 minutes to complete. All responses will be kept strictly confidential.

If you have faculty and staff who **supervise one or more employees** who would like to participate, please ask them to click [here](#).

The direct link to the survey is [https://qtrial2015az1.az1.qualtrics.com/SE/?SID=SV\\_3kmqiy9GiEVsvl1](https://qtrial2015az1.az1.qualtrics.com/SE/?SID=SV_3kmqiy9GiEVsvl1)

Participants in the survey will have a chance to win a \$25 gift card.

Have questions before you decide to participate? Please contact Lia at [jengelst@masonlive.gmu.edu](mailto:jengelst@masonlive.gmu.edu).

Thank you in advance for your participation!

**Additional Clarification of the Governor's Message**

The email below went out to all Instructional/Research and Administrative/Professional faculty this afternoon from J.J. Wagner Davis and David Wu. We wanted to share it with you in case you receive questions.

Dear Mason Colleagues:

Hope you all are enjoying this summer. A special thanks for all you do to make Mason a great place to learn and grow. We cannot believe that in just a few short weeks our campus will welcome thousands of new and returning students. Thank you in advance and we look forward to another great academic year ahead.

Last week, our offices received several questions regarding the compensation increase that will become effective in August 2015. After consultation with the Executive Committee of the Faculty Senate, we all agreed an additional communication might be of assistance.

- In FY2016, the Commonwealth authorized an average 2% raise for faculty of public universities. "The governing authorities of those state institutions of higher education with employees may provide a salary adjustment based on performance and other employment-related factors, as long as the increases do not exceed the two percent increase on average." (p. 464 of the [2015 Virginia Acts of Assembly](#))
- The Commonwealth provided approximately 50% toward the costs of the increase while the other 50% came from Mason's non-state funds that includes a portion of the tuition increase, among other sources, used to create the 2% funding pool.
- Mason set the guidance for Vice Presidents and Deans to distribute raises to their schools, colleges, and departments (please see [2015 Faculty/Staff Performance Increases Memorandum](#)).

- While the Governor’s memo appeared to indicate otherwise, faculty are not eligible for the compression adjustment. “Employees excluded from the compression adjustment include: a) Faculty at public institutions of higher education ...” (p. 464 of the [2015 Virginia Acts of Assembly](#))

Thanks again for all you to do make Mason a wonderful place to work. We apologize for any misunderstanding or confusion surrounding the state communications but are deeply appreciative that the Mason Board of Visitors, Governor, and Members of the General Assembly appropriated limited state and Mason tuition funds to support an increase this year. While we need to continue to make this a top priority for the foreseeable future, we are pleased that this is a step in the right direction after two years of challenging state budget cuts.

Very Truly Yours,

JJ and David

Jennifer (J.J.) Wagner Davis  
Senior Vice President

S. David Wu  
Provost

Links:

2015 Virginia Acts of Assembly: <http://lis.virginia.gov/151/bud/hb1400chap.pdf>

2015 Faculty/Staff Performance Increases Memorandum:

<http://hr.gmu.edu/workforceplanning/documents/2015PerformancelncreaseMemo.pdf>