

My Report to the Faculty Senate: Presented to the Chancellor 10/20/03

Faculty Salary Adjustment Task Force progress report:

- We have basically completed the first portion of our task and will hopefully present it to the Chancellor by next week.
- Approximately \$300,000 is available for adjustment purposes, and if the proposal is approved by the Board of Trustees and Board of Governors the adjustment will be retroactive to July 1.
- Eligible faculty include full time tenured, tenure track, and fit term faculty who “met expectations” in their last two AFE and were employed last year (not including endowed chairs and pro rating 12 month faculty to 9 month).
- All faculty meeting the above description will be given a \$300 merit raise. This amounts to \$82,800. The remaining \$217,200 will be used for equity adjustment.
- Adjustments will be determined purely by mathematical processes not through departmental or college committees.
- The peer group chosen for comparison is all CUPA Masters Granting Public Institutions. This provides large enough sample size data for every discipline.
- Each faculty member’s salary will be compared to the peer for that discipline and rank to determine the percentage they fall below the peer group. This is converted to a whole number.
- All these percentages are added to determine how far the university is behind the peer group. This is converted to a whole number.
- A ratio of the individual faculty member’s number to the university’s total number is used to determine what portion of the whole an individual faculty member adjustment will be.
- That ratio is multiplied by \$217,200 to find out how much the individual’s salary will be adjusted above the \$300 merit.
- The formula: $1 - IS/MS = ISG$; Total all ISGs = TSG; then $ISG/TSG \times \$217,200 =$ equity salary adjustment for that faculty member. Note: IS stands for Individual Salary; MS stands for Mean Salary for that rank and discipline in the CUPA peer group; ISG stands for Individual Salary Gap; TSG stands for Total Salary Gap.
- Adjustments will be used to bring faculty members only up to the peer comparison level. Any amount over that figure will return to the adjustment pool.
- The next stage is for the task force to determine how much more it will take to bring all faculty to our peer level.