

**Annual Report of the  
Faculty Salary Review Committee  
Academic Year 2013-2014**

**I. Membership of the Faculty Salary Review Committee**

Faculty Senate Appointments

Don Jones (CLA)	2014
Summer Bartczak (COB)	2014
Ben Rowley (CNSM)	2016
Nelle Bedner (CFAC)	2015
Stephanie Huffman (COE)	2015
Elizabeth LeQuieu (CHBS)	2014
Kaye Talley (at-large)	2014

Provost represented by      Laura Young

**II. Summary of activities during the Academic Year 2012-2013**

**A. Determination of faculty priorities for salary adjustments**

The last survey administered to the faculty occurred in the 2011-2012 academic year. Should money become available this academic year for cost of living adjustments (COLAs) and/or an equity/merit pool, it will be important to determine if faculty priorities for new pools of salary adjustment money have changed. The committee readministered a slightly modified version of the survey tool in Fall of 2013 to examine these issues. Results (n=247) largely indicated that the faculty currently view COLAs as the top priority in terms of next-year salary adjustments (ranked as #1 priority by 51.82% of responders, n=128/247). A mixed equity and merit pool was ranked as the next highest next-year priority (27.13%, n=67/247). Asked to rank priorities for the next 5 fiscal years, numbers were largely similar (COLAs, 44.4%; Mixed equity/merit pool, 34%).

Strongly noted in the comments provided by faculty was a desire to separate merit adjustments from previous years prior to any current equity analyses. This change would prevent pushing some individuals above

others' pay ranges simply by being awarded merit pay (which would conversely make the other individuals seem less equitable in terms of pay and in need of an equity adjustment).

Issues with pay level disparities between Colleges were also noted in the comments from the faculty. Differences exist in compensation levels at UCA just as in any other institution. However, faculty concerns evidenced in the comments to the survey tool stem from interdepartmental and inter-College discrepancies. It is becoming apparent that a long-range plan to adjust for and alleviate these discrepancies would be in the best interest of the morale and retention of faculty at UCA as a whole.

The survey comments illustrated a desire from the faculty for increases to part-time/adjunct pay values. Considering that the level of part-time instruction varies by semester, the budget request needed to increase part-time pay could be based on the average of total part-time salary costs over the last three years. This estimate can be provided by the Provost's office.

#### B. Presentation of faculty priorities to the Strategic Budget Advisory Committee (SBAC)

Based on our discussions in committee and the results of the newly-administered survey, our current chair (Dr. Ben Rowley from the Biology Department) went before the SBAC in the Fall of 2013 to present our current request. The current request was for a pool of funding equal to or greater than 3% of the salary values for 9 and 12-month full-time, continuing faculty to be made available for the 2014-2015 academic year, with similar requests for the remainder of the current 5-year period extending to the end of the 2017 academic year. He requested that this pool be split, with 2/3 being devoted to COLAs and the remaining 1/3 devoted to a combined pool for equity/merit adjustments. Should funding available not meet these basic requests, it was requested that the administration strive to achieve at least a 2% COLA value in order to keep pace with inflation values and costs of living increases.

Previously, our committee had indicated a goal of working across several years with the administration of the University to achieve compensation rates equivalent to 90% of the rank values published by the Southern Regional Education Board (SREB), our 16-state regional equivalency group. Upon further discussion and examination of different possibilities, we decided to use the College and University Professional Association for

Human Resources (CUPA) national averages for comprehensive public Masters-level institutions. Not only does this allow us to compare to the same type of university, it provides a nation-wide comparison where SREB only provided a comparison in the southern region of the U.S. where salaries are typically lower.

**At this time, UCA's full-time faculty salaries at the assistant professor, associate professor, and professor ranks are at 96.7% (\$57,796/\$59,759), 94.6% (\$64,905/\$68,623), and 91.8% (\$81,592/\$88,885) of the CUPA data for public master's universities.**

It should be noted that these are values for overall ranks, and that differences can and do exist between and within Colleges and Departments at UCA. The committee recommended that UCA administration strive to meet or exceed a 1% overall annual increase towards the CUPA national average compensation values for public Masters-level institutions. It should be noted that this would most likely require more than the 3% values requested for each academic year, as other institutions raise their values year over year as well. The committee felt, however, that a 3% request was realistic in current funding climates (as well as with other University financial concerns and priorities in addition to faculty compensation). Achieving this outcome would place us on much more competitive footing nationally for hiring and retaining quality faculty at UCA.

While a formal dollar-amount value for increasing part-time/adjunct faculty salaries was not included in our committee's request before the SBAC, we did make a request that the administration make every attempt to include this population in the adjustment values listed above if possible.

Determining values needed to effect meaningful change for this faculty group can be difficult, given its dynamic year-to-year nature, as well as how to best incorporate those values into plans for adjustments to faculty salaries as a whole.

#### C. Equity determination comparisons with peer/aspirant institutions

Following up on a goal from last year's committee work, this year's committee utilized the UCA list of peer/aspirant institutions to begin a closer examination of how each performs their own internal equity analyses. Each committee member was tasked with a portion of the list. Although responses were not received from every institution, several universities were forthright with their information and practices. The

committee decided that it would be best to gather information this year, with an eye towards potentially modifying our own practices based on this information in 2014-2015. The summary of the information obtained, including the list of peer/aspirant institutions overall, is included in Appendices I and II.

#### D. Equity analyses

In early to mid-Spring semester 2014, the Office of Institution Research created a data-base of each faculty member's salary, years in service (YIS) and years in rank (YIR) information, excluding faculty serving in administrative roles such as department chair or dean. The data was derived from the official records maintained by Human Resources and was summarized by department and college. The information was then provided to each Department Chair and Dean for review and approval. This information was further reviewed for accuracy by each College/At-Large group's individual committee member. Faculty were given the opportunity specifically to comment on their circumstances with regard to YIS or YIR in an electronically-administered form. Comments from these forms were included in each individual's information distributed to Chairs/Deans. The Office of Institutional Research compiled this information and performed the individual equity analyses using our current regression analysis method. Comparisons were made against national public masters-level institutional salary data by discipline and rank obtained from CUPA. The basic coding groups used for each discipline by CUPA is included in Appendix III.

At the time of submission of this official report to the Faculty Senate, however, it is unclear if pools of money will be available for COLAs/equity/merit.

### III. **Planning for the Academic Year 2014-2015**

#### A. Comparison of equity analysis tools used at UCA with those of peer/aspirant institutions

In Fall of 2014, the committee intends to work with the Office of Institutional Research to examine the methods and information obtained from other schools in the 2013-2014 academic year. The goal will be to determine if changes to the current analysis tools are warranted ahead of the equity analyses performed in Spring 2015.

B. Determine if the faculty salary survey tool should be readministered

In Fall of 2014, the committee will decide if it is suitable and necessary to once again administer the faculty salary survey tool to gauge faculty opinions on adjustments and distributions.

C. Presentation of priorities to SBAC, Fall 2014

As per normal protocol, the chair of the committee will present the faculty requests to the SBAC in Fall 2014. This request will be based on the results of either the 2013 faculty survey tool or new results obtained in Fall 2014.

D. Equity analysis, early Spring 2015

As per normal protocol, the committee will work with the Provost's Office and the Office of Institutional Research to provide each academic college and department information to be used to determine an inequity rating for each faculty member in early Spring semester of 2015. These analyses may be performed using a different method, depending on outcomes of the work done by the committee members in Fall 2014. As previously stated, as always, allocation of equity/merit will be dependent upon availability of funds.

The committee will submit the report of their activities and goals achieved by 3/1/15.