

# 2013-2014 Faculty Salary Review Committee

## Annual Report to Faculty Senate

### Appendix II: Information obtained from peer/aspirant institutions on equity/merit analysis methods

*Note: The documents obtained to produce these abbreviated comments are lengthy. In the interest of brevity for this report, the Faculty Salary Review Committee has elected not to reproduce them in their entirety. The documents have been scanned into PDF files to be passed along to each successive Chair of the Committee in an effort to promote knowledge of past efforts and methods, and can be made available upon request.*

**Name:**

Grand Valley State University

**Contact Information:**

Obtained from HR Division on website

**Comments:**

States that compensation rates for tenure track faculty positions are set based on market data for similar positions within regional and/or national markets with sensitivity to internal equity. Faculty positions have a minimum range only. Market averages are provided annually to each appointing officer for each discipline by rank.

**Name:**

University of West Georgia

**Contact Information:**

Alicia Hargraves

Coordinator of Academic Affairs

[ahargraves@westga.edu](mailto:ahargraves@westga.edu)

678-839-4754

**Comments:**

The University has decided to assure that everyone is paid at least at 85% of the CUPA median for their discipline when compared to the 680 institutions in the CUPA Masters group. Those who are below (regardless of time in rank) are brought up to the 85% mark. It is not a perfect system as it does not account for years in rank or previous merit increases. All data is collected via "Data On Demand" in CUPA-HR.

**Name:**

Arkansas State University-Main Campus

**Contact Information:**

Obtained from ASU Faculty Handbook

Dr. Kathy Jones, ASU IR Office

870-972-3027

**Comments:**

ASU puts the onus on faculty who think they are in a situation of inequity to apply for equity pay consideration. With regard to merit pay, that process is handled by the Deans much like it is at UCA. Extensive information on equity pay process calculations is available within their handbook materials. ASU representative Dr. Robin Hicks (in their Provost's Office) referred us to Dr. Kathy Jones in their Institutional Review Office for additional information queries.

**Name:**

University of Tennessee at Chattanooga

**Contact Information:**

Dan Webb, HR

Dr. Gretzmacher, IR Office

423-425-4007

**Comments:**

The individuals contacted indicated that their process isn't as advanced as ours is at this point in time. They use no regression formula, but simply aim for 85% of the median salary of similar rank and discipline based on CUPA and SREB groupings.

**Name:**

Eastern Michigan University

**Contact Information:**

Sam Buttigieg, Director of

Compensation and Employment

734-487-7157

**Comments:**

This school uses a regression formula with multiple variables, including race/gender, degrees, age, and years in service. He indicated their systems work well with compression and union contracts and recommended market analysis/regression lines.

**Name:**

Northern Kentucky University

**Contact Information:**

Beth Sweeney, Assoc. Provost for  
Administration

859-572-6371

**Comments:**

This school examines salaries in comparison to CUPA and years in rank. Equity pools are apparently rare, but have used department recommendations for their distributions.

**Name:**

Missouri State University

**Contact Information:**

Documents obtained from the  
President's page on the University  
website

**Comments:**

A compa ratio method is used that generates a ratio of an individual's salary relative to market value (taking into account rank and discipline). No separate consideration is given to gender as the compa ratio method automatically indicates the level of inequity, regardless of gender, versus market value within rank and discipline. Merit pay is not currently used at this institution, but is under consideration for future implementation.

**Name:**

Texas State University-San Marcos

**Contact Information:**

Dr. Gene Bourgeois, Provost

Eb04@txstate.edu

512-245-2205

**Comments:**

This school uses a largely merit-only system. They do not award COLAs, and merit adjustments are added into each faculty member's 9 month base pay (or equivalent if they aren't paid across 9 months). As described, 'merit' in this system is roughly equivalent to COLAs – simply given a different term. Approximately 10 years ago, the school was using a regression analysis tied to CUPA faculty salary medians by discipline and rank per department. Currently, the school allocated 2% towards merit adjustments with an additional 0.5% pool distributed by Chair/Dean recommendations in a non-formula driven manner. This was used to strategically target salary adjustments to where they were needed most. It was indicated that in 9 of the last 10 years, the school was able to award merit pay increases to its faculty.