

Annual Report of the Faculty Salary Review Committee, 2014-2015

I. Membership of the Faculty Salary Review Committee

Faculty Senate Appointments:

Dwayne Coleman (LA)	2017
David McCalman (BUS)	2017
Ben Rowley (NSM)	2016
Nelle Bedner (FAC)	2015
Stephanie Huffman (ED)	2015
MaryAnn Campbell (HBS)	2017
Elizabeth DiPrince (LIB, At-Large)	2017

Provost Office Appointment:

Laura Young

Representative from Office of Institutional Research:

Amber Hall

II Summary of activities during the Academic year 2014-2015

A. Recommendation of faculty priorities to the Strategic Budget Advisory Committee (SBAC)

With the overall goals of keeping faculty salaries in line with the higher cost of living and ensuring faculty salaries are equitable and competitive, the committee submitted and presented a salary funding recommendation for the 2015-2014 budget. This recommendation included a 2% cost-of-living adjustment for full-time faculty, a pool of \$800,000 to address equity and merit issues, and an increase to part-time/adjunct faculty pay. These recommendations were based on the results from the Faculty Salary Review Committee Survey conducted in the fall of 2013, which indicated faculty has strong views on the need for COLA, equity, merit adjustments, and part-time pay values. Also, the committee considered the continued disparity between faculty pay levels at UCA as compared institutions of the same Carnegie classification as seen in the CUPA (College and University Professional Association) median. Lastly, the committee accepted the work and recommendation presented in the Faculty Affairs Committee I's report on part-time faculty pay.

At the end of the fall semester, SBAC voted on all new funding proposals including the faculty salary recommendations. The recommendation for a 2% COLA and an \$800,000 equity/merit pool was voted as the first and third priority respectfully. The part-time faculty salary adjustment did not make the final top ten list of budget priorities. The budget for 2015-2016 has not been completed, and it is unknown at this time if funds will be available for the COLA and/or the equity/merit pool.

B. Faculty Salary Equity Analysis

As a part of the committee's responsibilities, we reviewed and decided to reevaluate the equity analysis process. In the past, the equity review starts first with the verification of a faculty member's salary, years in rank (YIR), and years in service (YIS). The Office of Institutional Research collects data from the Human Resource department and then works with college deans and department chair to verify that information. Faculty are also able to comment on their employment history through the Faculty Salary Review Feedback form. Questions on the determination of YIR and YIS were considered by the committee. Those questions involve the consideration of a faculty members years hired in a visiting or emergency hire position. The committee agreed to continue the practice of not counting visiting or emergency hire years towards YIS or YIR. There was some dissent among committee members concerning this decision and all members agreed that further consideration next year was needed on this matter.

With the faculty salary information collected, Institutional Research then conducts an equity analysis. In the past, two forms of analyses were conducted: regression analysis and Years in Rank Salary Increment (YIRSI). These analyses compared a faculty member's salary with other UCA faculty members with the same rank in their department or college grouping. Based on the analysis, the faculty member is given the ranking: none (N), moderate (M), or severe (S). Chairs, Deans, and the Provost also provide input by ranking the faculty member's salary based their knowledge of the member's work history.

The committee felt this past analysis did a good job of comparing salaries among UCA faculty but was concerned that faculty salaries were not being compared to salaries at other institutions. It was agreed to add an inequity ranking based on a comparison of a faculty member's salary to the CUPA median of the same position and rank. The use of the CUPA median was selected because Institutional Research and the Provost's Office have already been using CUPA data for other salary related comparisons, and it could be used across all

colleges with the exception of the Honors College and library faculty. For library and Honors faculty, Institutional Research will work with department heads to find appropriate external data for salary comparisons.

Further changes to the inequity review process include the addition of rank as a variable to the regression analysis and discontinuation of the YIRSI analysis from the process. The YIRSI was discontinued because its inclusion would overly complicate the inequity review worksheet. With these changes the inequity review worksheet now includes rankings based on the regression analysis, the CUPA median, and input from chairs, deans, and the Provost.

III. Planning for the Academic Year 2015-2016

A. Determination of faculty priorities

- a. With no survey done in Fall 2014, the committee has plans to conduct a survey in the Fall 2015. The survey will assist the committee in determining priorities for salary adjustments, especially in the areas of COLAs, equity, and merit.
- b. The committee also may seek feedback from faculty on how a faculty member's Years in Service and/or Years in Rank should be calculated.

B. Presentation of Priorities to SBAC, Fall 2015

- a. As part of the committee's responsibilities, a recommendation and presentation of faculty salary adjustments will be made to SBAC in Fall 2015. This recommendation will be based on feedback received from faculty, mostly in the form of the 2015 faculty salary survey.

C. Equity Analysis, early Spring 2016

- a. As part of the committee's responsibilities, work will continue with the Provost's Office and Institutional Research to provide an inequity analysis of faculty salaries. The committee will evaluate changes made last year and determine if further adjustments should be made.

D. Part-Time and Summer Faculty Pay

- a. The committee would like to continue to look at the issue of part-time and summer faculty pay and how to improve the current pay levels.

