

Faculty Salary Equity Update - Process and Timeline

- September 25, 2015 Salary working group charged by EVPUP, EVPHA, EVPRI, SVPFA to: Conduct faculty and staff salary surveys, study salary compression, explore performance review process, recommend specific steps to raise our relative standing with benchmark institutions.
- Fall 2015 Faculty salary survey conducted: UofL faculty earn on average about 92% of faculty at benchmark institutions. \$6.6M needed to close the gap for tenure and tenure-track faculty.
- January 2016 Working group reports results to university leadership. Recommend a salary catch-up plan be developed with strong faculty representation.
- Winter 2016 Faculty working group met with faculty affairs deans of each unit and asked to: (1) develop a compensation model, (2) recommend which factors to weight in an allocation (discipline, rank, years in rank, years in rank at UofL, terminal degree, merit), (3) recommend who should qualify (e.g., only those below benchmark or others), (4) should adjustments be made as part of a merit raise or as a separate process. (AON compensation consultant offered advice.)
- Spring 2016 Presentation to deans. Based on dean feedback, term faculty were added (adding ~\$2M) and units were asked to expand input from faculty specifically related to these questions: (1) Should time in rank be factored in the salary distribution plan so that those with more time in rank would receive larger increases? **(YES)** (2) Should time at UofL be a factor? **(SPLIT/YES)** (3) Should faculty productivity be a factor so that more productive and better performing faculty receive larger increases than those evaluated as less productive? **(YES)** (4) Who should be eligible for a market adjustment? **(ONLY THOSE BELOW MARKET)** Faculty Senate XC also responded to these questions.

Spring/Summer2016 Spreadsheets developed that applied majority view from faculty (omitting productivity as a weight) and deans asked to review and provide feedback. Calculations were developed based on the following factors: academic discipline, academic rank, years in academic rank (capped at 8 years for associate professors and 12 years for full professor), and possession of a terminal degree. In addition, Deans were asked to add a performance variable. The calculated amounts provided to the deans assumed a \$1M budget. \$6k cap, \$1k minimum.

August 2016 University budget approved that includes \$2M + benefits for faculty and staff equity adjustments.

January 2017 Target date for adjustments to be included in paychecks.