Faculty Compensation Task Force (F-CTF)

Origin
Established by Faculty Senate in the 2nd half of Fall 2016

Charge
The task force will work with the Office of the VP for Finance and Human Resources on the development and implementation of a market-based approach for faculty compensation at the University of Idaho.
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Composition of F-CTF
17 members (13 voting, 4 ex officio) composed of:
- One faculty member from each academic college and one from faculty-at-large (10)
- Faculty Secretary
- VP of Finance
- Executive Director of Human Resources
- Vice Provost for Academic Affairs, ex officio
- Director, Institutional Effectiveness and Accreditation, ex officio
- A representative from the Provost’s office, ex officio
- A staff member from Provost office, providing administrative support, ex officio
### Faculty Compensation Task Force (F-CTF)

- Eric Aston (Engineering)
- Brian Dennis (Natural Resources)
- Kristin Henrich (Faculty-at-large)
- Patrick Hrdlicka (Science, Vice Chair of Faculty Senate, co-chair)
- Anne Marshall (Arts and Architecture)
- Scott Metlen (Business & Economics)
- Michael Murphy (College of Letters, Arts and Social Sciences)
- John Rumel (College of Law)
- Chantal Vella (College of Education)
- Kat Wolf (College of Agriculture and Life Science)
- Don Crowley (Faculty Secretary)
- Wes Matthews (Executive Director of HR, co-chair)
- Brian Foisy (VP Finance)
- Jeanne Stevenson (Vice Provost for Academic Affairs, ex officio)
- Dale Pietrzak (Director, Institutional Effectiveness and Accreditation, ex officio)
- Mary Stout (Provost Office, ex officio)
- Joana Espinoza (Provost Office, administrative support, ex officio)
Timeline
- 12 meetings
  - 2 meetings
    - Discussing how to tackle this problem
    - Established website via Human Resources
      - open posting of minutes/agendas
      - mechanisms for obtaining anonymous/direct feedback; periodically advertised in UI’s Daily Register
  - 8 meetings
    - Informing ourselves about:
      - Staff compensation process, availability of salary databases, CIP codes, and Carnegie classification
    - Following vigorous discussions, made recommendations regarding:
      - Salary database
      - Peer group
      - Salary target
      - CIP codes
      - How often to reevaluate peer group and salary targets
  - 2 meetings (so far)
    - Discuss compensation philosophy (e.g., longevity and merit), develop metrics/models to determine target salaries in line with compensation philosophy, and propose salary distribution mechanisms
Recommendations

The faculty compensation task force (F-CTF) makes the following recommendations concerning development and implementation of a market-based approach for faculty compensation at the University of Idaho:

- Use a market group that encompasses all US public and private doctorate-granting institutions (i.e., R1, R2 and R3 institutions according to the Carnegie classification).

- Define UI’s initial overall salary goal as the market average of the abovementioned compensation group.

- Annually reevaluate and adjust if appropriate the market group definition and UI’s overall salary goal as the institution moves closer to attaining its aspirational R1 Carnegie goal.

- In cooperation with the provost, deans, chairs and faculty members, HR will assign every faculty member a 6-digit CIP code and reevaluate periodically as appropriate.

- In cooperation with the provost, deans, chairs and faculty members, HR will assign a corresponding market rate based upon CUPA-HR as the primary data source and Oklahoma State University survey as a secondary data source. Whenever feasible the market rate should be based on the 6-digit CIP code salary data.
CIP codes

- CIP = Classification of Instructional Programs, standardized codes used by Nat’l Center for Education Statistics (NCES)
- Currently programs are assigned CIP codes, but not faculty
- CIP codes come in different levels of granularity, i.e., 2-, 4-, 6-digit
  - 40 Physical Sciences
  - 40.05 Chemistry
  - 40.0504 Organic Chemistry
  - 23 English Language and Literature/Letters
  - 23.13 Rhetoric and Composition/Writing Studies
  - 23.1302 Creative Writing

- Strong desire of the task force that faculty members are given a voice, in defining ‘who they are’, in cooperation with HR, chairs, deans, and provost, i.e., determine CIP codes.
- Some disciplines have many 6-digit categories, others do not
- Higher levels of granularity (i.e., more digits) → smaller number of responses in the salary databases
Databases
- Both CUPA-HR and OSU databases group salaries according to CIP, rank, geographical region, tenure-status, etc.
  - CUPA-HR database
    - contains information from R1, R2 and R3 institutions;
    - offers slightly better coverage at 4-digit CIP than OSU, but poor coverage at the 6-digit CIP level
    - high functionality (web interface; data in electronic format; salary distributions)
    - subscription-based
  - OSU database
    - contains only information from R1 and R2 institutions
    - offers greater (but still poor) coverage at 6-digit CIP
    - no functionality
    - available via the library
Work in progress – Developing a compensation model that:

- Factors in longevity and “hyper-merit”
- Allows us to be competitive for recruitment of assistant professors (high starting salary, shallow progression)
- Allows us to retain recently tenured associate professors (high starting salary, shallow progression)
- Rewards full professors (steeper salary progression)
- Avoids the perpetuation of salary compression between ranks
Work in progress – Developing a salary distribution model that:

- Progressively raises the floor, i.e., those with actual salaries farthest from their target salaries will see larger relative increases than those with actual salaries close to their target salaries
- Retains promotion bonuses