PRESENTATION OVERVIEW

- Salary model history
- How the salary model works
- Salary model philosophy
- Salary calculation examples
- FY18 and FY19 raises
- Vandalweb
- Upcoming changes for FY20
- Questions?
GOAL AND TIMELINE

- Fall 2015: President Staben announced the goal to increase employee salaries to 100% of market (on average) by 2025, accompanied by a charge to develop and deploy a data-driven, objective, and transparent market-based compensation system.

- Feb. 2016: Faculty Senate established the Staff Compensation Task Force.

- Oct. 2016: Faculty Senate established the Faculty Compensation Task Force.

- 2016-2017: F-CTF met ~15 times to define UI’s institutional peer group (i.e., market), select salary databases, and draft guiding principles.

GOAL AND TIMELINE

- January 2018: Mid-year salary adjustments.

- July 2018: FY19 CEC salary increases deployed.

- 2018-2019: Further system development including:
  - Refinement of compensation model
  - Guidelines for awarding performance raises (FAC project)
  - Evaluation of promotion raise practices
  - Development of Vandalweb portal to view personal salary data.
THE MODEL - MARKET SALARY

- Based on data from CUPA-HR salary survey for all U.S. public and private doctorate-granting institutions (R1, R2, and R3)

- Alternative data sources are used in isolated cases (e.g., Oklahoma State University survey; Bureau of Labor Statistics)

- CUPA-HR lists salary data by CIP code, academic rank, and TT/NTT

- Based on tenure-track, academic year appointments

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CUPA-HR dataset updated annually in February for next fiscal year

Market salaries are available from the Provost’s website (Faculty Processes – Salary Information)

Adjustments to CUPA-HR salaries:

- Instructor market rates are 65% of Associate Professor
- Senior Instructor market rates are 70% of Associate Professor
- Non-tenure track professors are 85% of the market rate for TT professors in the same CIP and rank (will increase to 90% for FY20)
FY19 Market Salaries (selected)

<table>
<thead>
<tr>
<th>CIP CODE</th>
<th>CIP DISCIPLINE</th>
<th>Instructor</th>
<th>Senior Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Distinguished Professor</th>
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<td>70,699.30</td>
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</table>

THE MODEL – TARGET SALARY

Target Salaries are based on:
- Market salary for a specific CIP
- Rank
- Longevity (completed years of satisfactory performance in rank)
- Tenure/Non-Tenure Track
- Academic Year/Fiscal Year
- Full-time/Part-time

Target salaries do not include a performance component
LONGEVITY PHILOSOPHY

1. **Recruit faculty**: Maximize ability to recruit talent with target salaries that are close to market rate for new assistant professors

2. **Retain faculty**: Reward timely career progression:
   - Assistant professors target salaries reach 100% after successful 3rd year review
   - Associate professors target salaries reach 100% after five years of satisfactory performance in rank, coinciding with the first opportunity for consideration for promotion
   - Reward institutional loyalty with steeper longevity progression for full professors until they reach 100% (improved for FY20)

3. **Promote faculty**:
   - Mimic salary increases in our current promotion policy
   - Minimize salary compression between ranks
### EXAMPLE #1

<table>
<thead>
<tr>
<th>4 DIGIT CIP</th>
<th>CIP DISCIPLINE</th>
<th>Instructor</th>
<th>Senior Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Distinguished Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>5100</td>
<td>General Health</td>
<td>58,500.00</td>
<td>63,000.00</td>
<td>80,000.00</td>
<td>90,000.00</td>
<td>120,000.00</td>
<td>120,000.00</td>
</tr>
</tbody>
</table>

**CIP 5100 “General Health”**

- **Market salary for this rank**: Instructor $58,500
- **Longevity**: 5 years 100%
- **Tenure-track (TT) or NTT**: Not applicable -
- **Academic Year (AY) or Fiscal Year (FY)**: AY 100%
- **Full-time (FT) or Part-time (PT)**: FT 100%

**TARGET SALARY**: $58,500
### EXAMPLE #2

<table>
<thead>
<tr>
<th>4 DIGIT CIP</th>
<th>CIP DISCIPLINE</th>
<th>Instructor</th>
<th>Senior Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Distinguished Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>5100</td>
<td>General Health</td>
<td>58,500.00</td>
<td>63,000.00</td>
<td>80,000.00</td>
<td>90,000.00</td>
<td>120,000.00</td>
<td>120,000.00</td>
</tr>
</tbody>
</table>

**CIP 5100 “General Health”**

- Market salary for this rank: Assistant Professor $80,000
- Longevity: 2 years 90%
- Tenure-track or NTT: Tenure-track 100%
- Academic Year (AY) or Fiscal Year (FY): AY 100%
- Full-time (FT) or Part-time (PT): FT 100%

**TARGET SALARY:** $72,000

### EXAMPLE #3

<table>
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<tr>
<th>4 DIGIT CIP</th>
<th>CIP DISCIPLINE</th>
<th>Instructor</th>
<th>Senior Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Distinguished Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>5100</td>
<td>General Health</td>
<td>58,500.00</td>
<td>63,000.00</td>
<td>80,000.00</td>
<td>90,000.00</td>
<td>120,000.00</td>
<td>120,000.00</td>
</tr>
</tbody>
</table>

**CIP 5100 “General Health”**

- Market salary for this rank: Associate Professor $90,000
- Longevity: 6 years 100%
- Tenure-track or NTT: Tenure-track 100%
- Academic Year (AY) or Fiscal Year (FY): FY *(11/9)*
- Full-time (FT) or Part-time (PT): FT 100%

**TARGET SALARY:** $110,000
**EXAMPLE #4**

<table>
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<th>CIP DISCIPLINE</th>
<th>Instructor</th>
<th>Senior Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Distinguished Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>5100</td>
<td>General Health</td>
<td>58,500.00</td>
<td>63,000.00</td>
<td>80,000.00</td>
<td>90,000.00</td>
<td>120,000.00</td>
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</table>

**CIP 5100 “General Health”**

Market salary for this rank Professor $120,000
Longevity 14 years 97%
Tenure-track or NTT Tenure-track 100%
Academic Year (AY) or Fiscal Year (FY) AY 100%
Full-time (FT) or Part-time (PT) FT 100%

**TARGET SALARY:** $116,400

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**EXAMPLE #5**

<table>
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<tr>
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<th>CIP DISCIPLINE</th>
<th>Instructor</th>
<th>Senior Instructor</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
<th>Distinguished Professor</th>
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</thead>
<tbody>
<tr>
<td>5100</td>
<td>General Health</td>
<td>58,500.00</td>
<td>63,000.00</td>
<td>80,000.00</td>
<td>90,000.00</td>
<td>120,000.00</td>
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**CIP 5100 “General Health”**

Market salary for this rank Senior Instructor $63,000
Longevity 4 years 100%
Tenure-track or NTT Not applicable
Academic Year (AY) or Fiscal Year (FY) AY 100%
Full-time (FT) or Part-time (PT) PT (.80 FTE) 80%

**TARGET SALARY:** $50,400
EXAMPLE #6

<table>
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<th>Instructor</th>
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<th>Assistant Professor</th>
<th>Associate Professor</th>
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<tbody>
<tr>
<td>5100</td>
<td>General Health</td>
<td>58,500.00</td>
<td>63,000.00</td>
<td>80,000.00</td>
<td>90,000.00</td>
<td>120,000.00</td>
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**CIP 5100 “General Health”**

<table>
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<th>Market salary for this rank</th>
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<th>$90,000</th>
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</thead>
<tbody>
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<td>98%</td>
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<tr>
<td>Tenure-track or NTT</td>
<td>NTT</td>
<td>85%</td>
</tr>
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<td>Academic Year (AY) or Fiscal Year (FY)</td>
<td>FY *(11/9)</td>
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</tr>
<tr>
<td>Full-time (FT) or Part-time (PT)</td>
<td>PT (.75 FTE)</td>
<td>75%</td>
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<td><strong>TARGET SALARY:</strong></td>
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<td><strong>$68,722.50</strong></td>
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RAISES DURING 2017-2019
2017-2018 MID-YEAR SALARY INCREASES

- Based solely on target salaries
- Increases were given on a sliding scale with larger relative increases going to those furthest behind their target salaries
- No increases were given to faculty at or above their target salary

FY19 CEC SALARY INCREASES

- Increases reflected changes in market rates from FY18 to FY19
- Bring faculty members to a minimum of 80% of their target salary
- College/Unit decisions:
  a. Up to 50% was used for performance-based increases for no more than 1/3\textsuperscript{rd} of faculty
  b. At least 50% was used to address equity/inversion/compression/keeping up with changes in market rates
2017-18 Mid-Year Salary Increases (FY18)
- On aggregate, the mid-year salary adjustment moved salaries from 89.6% to 90.8% of FY18 market rates
- 559 faculty (65.7%) received mid-year salary increases

2018-19 CEC Increases (FY19)
- On aggregate, the CEC increases moved salaries from 90.0% to 93.3% of FY19 market rates
- 728 faculty (87.1% of faculty) received CEC salary increases

VANDALWEB SALARY INFORMATION
SALARY INFO IN VANDALWEB

1 Scheduled to launch Friday, April 12

VandalWeb > Employees > Employee Information > Target Annual Pay

Employee Information

Banner Employee Profile
Employee Account Center
Use this to view your employee account transactions; if y
Current and Past Job History
Historical information on current and past jobs.
Professional Development & Learning Portal
Employee Training Portal. Located outside of the Emplo
List of Direct Reports (For Supervisors Only)
Show a list of your direct reports. Supervisor use only.
Target Annual Pay
See how Target Annual Pay is calculated
Salary Agreements
Review and sign your salary agreement/letter.

<table>
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<tr>
<th>Patrick Hrdlicka, Position</th>
<th>Regular Faculty, Professor</th>
<th>As of 03-Apr-2019 14:51</th>
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<tr>
<td>Current Annual Pay</td>
<td>Progress toward Target</td>
<td>Target Annual Pay</td>
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<td>$</td>
<td>%</td>
<td>$98,888.40</td>
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</table>

The market rate for a Professor in Chemistry, General (4005) is $116,327.00
Longevity: You have 2 years of satisfactory performance at this rank.
You are working 100% of full-time.
85% x 0.85
100% x 1.00
Combining all these factors gives us a calculated target: $98,677.95
Adjusting for rounding in Banner, we set your target salary at $98,888.40

Frequently Asked Questions
IMPROVEMENTS FOR FY20

1. The longevity table will improve for full professors so they reach 100% in 11 years rather than 17 years.

2. NTT faculty market rates will increase from 85% to 90% of TT rank.

3. Market rates will be based on three-year average (plus inflation factor) to smooth out large changes.

4. Vandalweb portal will be updated with FY20 data in July 2019.

QUESTIONS?

208-885-7941
PROVOST@UIDAHO.EDU