Phase 1 Approach

The Approach

- Phase 1 sought to bring all faculty salaries up to median market rate (as imperfectly measured by CUPA HR data)
- There was wide variation in discipline specific salaries (even closely related disciplines)
  - To promote equity within schools, medians were calculated for each school rather than discipline
- Faculty were raised to the CUPA median by rank (Asst/Assoc/Full) for their school
- If you were already making above the CUPA median for your rank/school, you received 1% raise

HIMSE and SOB

- HIMSE and SOB market adjustments over a decade ago
  - Assistant (0): $69,145/$70,000
  - Associate (7): $76,177/$80,410
  - Full (13): $88,318/$90,146
- Most salaries were not significantly different than the CUPA medians (with important exceptions)
- Phase 1 salary adjustments were mostly modest or, if above CUPA median, a 1% increase

CAS and CEC

- Never a market adjustment for CAS and CEC
  - Assistant (0): $48,650
  - Associate (7): $54,240
  - Full (13): $62,313
- CAS/CEC salaries concentrated in 50K-60K range
  - It would take 25 years to reach step 0 of HIMSE scale
- As a result, in Phase 1 vast majority of CAS/CEC received significant market adjustments

Phase 1

Average Spike Plan (ASP)

Description: Tenure/Tenure-Track salaries are dependent upon an average of the CUPA data by college/school and by rank. Instructor salaries are at the average level from CUPA data. (Note: If current salary is above this value, there is a "do no harm" clause in place. Instead, a 1% raise is given)

	Instructor	**Assistant**	**Associate**	**Full**
CAS/CEC	$57,717	$59,222	$67,027	$80,857
SOB	$57,717	$72,853	$78,381	$92,181
HIMSE	$57,717	$75,936	$84,141	$102,234

Estimated Total Cost*: **$839,634**

Including the +25% "Fudge Factor" needed for benefits, etc. ==> $1,049,543

Phase 2

- What was left unfinished: replacing old step scales, COLA's, recreating longevity (variation within ranks), etc.

- In other words, a fully functional compensation system

- AIP is still in operation building this model system