

University of Wisconsin Oshkosh

Salary Equity Process Technical Document - Faculty

Adopted by Faculty Senate March 2016

Revisions approved by Faculty Senate Executive Committee October 2016

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The Current Document is a DRAFT and has not yet been approved.

This technical document governs the process for determining salary inequity among faculty and recommendations for salary equity adjustments.

Eligibility:

All faculty members will be evaluated for salary adjustment at the same time using the process outlined below.

Determination of Inequity:

The equity process will be overseen by the Faculty Salary Equity Technical Committee of two or three faculty members (at least one of whom has notable data management experience). The primary charge for the Technical Committee will be to work with OIR and/or Human Resources to ensure that the equity process described below is implemented correctly. The Technical Committee will certify that the overall analysis has been done in a technically correct manner; the individuals on the committee shall have no ability to alter the recommended equity adjustments that are produced by the equity process. Note: In years in which the salary equity process runs, equity calculations will be generated prior to any merit-based pay raises for the same academic year.

The equity process seeks to explicitly incorporate external measures of discipline-specific salaries.¹ A widely trusted source for external salary data is the College and University Professional Association (CUPA). The CUPA-based benchmark salary will be 90% of the mean CUPA salary for every faculty based on rank and discipline in the appropriate comparison group.² If a discipline wishes to have their CUPA code re-assigned they may provide written request with supporting evidence to the Faculty Senate Executive Committee, which will consider such change for future runs of the process in consultation with the Faculty Salary Equity Technical Committee.

There are three provisos to state at this point:

- 1) In the event that a discipline is listed in multiple locations within the CUPA data, the CUPA adjustment factor will be assigned based on where (e.g., which college) the discipline resides at UW-Oshkosh.
- 2) The CUPA adjustments will honor existing UW-Oshkosh discipline designations. The discipline shall be the finest level of distinction for the salary equity process, and each discipline's CUPA comparison salaries shall be based on the CUPA discipline identified in the Crosswalk presented in the appendix.
- 3) In the case where a faculty's discipline has insufficient CUPA data, a faculty member will be assigned a CUPA code of a similar discipline (if a sensible alternative exists, as determined by Faculty Senate Executive Committee (in

¹ In most cases, discipline will be the same as department. However, in cases where two or more disciplines are administratively joined in an omnibus department, each discipline should be separately considered in the CUPA adjustment process. Accordingly, a department will be deemed omnibus if disciplines separated in the CUPA data are found collectively in one UWO department. Additional details on this breakdown are contained in the UWO-CUPA Crosswalk, which appears in an appendix.

² The comparison group used for salary equity is defined as either 1) All US Masters granting universities (larger programs) of at least 4000 FTE students (excluding for-profit private institutions) and available in the CUPA data if a faculty member is evaluated for renewal, tenure, promotion, and post-tenure review based on the UWO-Oshkosh Campus standards for renewal, tenure, promotion, and post-tenure review, or 2) All Associate Colleges (High Transfer - Traditional/Nontraditional (excluding for-profit private institutions and available in the CUPA data)) if a faculty member is evaluated for renewal, tenure, promotion, and post-tenure review based on the old UW Colleges standards for renewal, tenure, promotion, and post-tenure review. Notably, it is understood that faculty using the UW Colleges standards shall be allowed to permanently switch to the UWO-Oshkosh Campus standards for renewal, promotion, tenure, and post-tenure review, and if done would then use the UWO benchmarking.

consultation with the Equity Technical Committee)), or, in the case of interdisciplinary departments, based on the faculty member's tenure home (DB*).

Recommended Salary Equity Adjustment: Once each faculty member's CUPA comparison salary is determined, a salary differential will be computed. The salary differential is simply the difference between a faculty member's actual salary and their CUPA comparison salary (which is 90% of the CUPA mean by comparison group, discipline, and rank). If the salary differential is negative (i.e., the final predicted salary is larger than the actual salary), then and only then is an equity adjustment warranted. For an individual with a negative salary differential the recommended salary equity adjustment will be the absolute value of their salary differential. The sum of the negative salary differentials is the total amount of faculty salary inequity in the University. If the salary differential is positive (the predicted salary is lower than the actual salary), a score of zero will be assigned to those faculty members, so that their salary differential score does not get included in the computation of the amount of faculty salary inequality in the University.

Determination and Distribution of Equity Award:

In the event that the total amount of salary inequity summed across all faculty members is larger than the dollar amount allocated for a particular cycle of the equity process, adjustments will be awarded in the following manner.

Dollars will be distributed according to the share of the total amount of faculty salary inequity that can be filled. For example, if the analysis indicates that the total amount of salary inequity for all faculty members collectively is \$900,000, but only \$600,000 has been allocated to fund the process, then each faculty member will simply get $600,000/900,000$ or two-thirds of their projected equity adjustment. As a specific example, if Professor X has an actual salary of \$60,000 and a CUPA comparison salary of \$64,500, then Professor X deserves a \$4,500 equity adjustment. If only two-thirds of this inequity can be filled because of funding restrictions (as exemplified above), Professor X would receive only two-thirds of the equity adjustment, or \$3,000. Professor X would hence receive \$3,000 in additional base salary.

Appendix 1: CUPA Salary Comparison Crosswalk

<u>UWO Department</u>	<u>UWO Discipline</u>	<u>CUPA Code</u>
Accounting	Accounting	52.03
Anthropology	Anthropology	45.02
Art	Art	50.07
Biology	Biology	26.01
Chemistry	Chemistry	40.05
Communications	Communications	9.01
Communication	Radio, Television, and Film	9.07
Computer Science	Computer Science	11.07
Criminal Justice	Criminal Justice	43.01
Economics	Economics	52.06
Edu: Counseling	Edu: Counseling	13.11
Edu: Teaching & Learning	Edu: Teaching & Learning	13.03
Edu: Hum Kin & Health Ed	Edu: Hum Kin & Health Ed	13.13
Edu: Human Services	Edu: Human Services	13.11
Edu: Educational Leadership	Edu: Educational Leadership	13.04
Edu: Literacy and Language	Edu: Literacy and Language	13.13
Edu: Special Education	Edu: Special Education	13.10
Engineering	Engineering	15.00
English	English	23.01
Environmental Studies	Environmental Studies	DB*
Finance & Business Law	Finance	52.08
Finance & Business Law	Business Law	52.01
Foreign Language	Foreign Language	16.09
Geography	Geography	45.07
Geography	Urban and Regional Planning	4.03
Geology	Geology	40.06
History	History	54.01
Human Resources & Management	Human Resources	52.10
Human Resources & Management	Management	52.02
Information Systems	Information Systems	52.12
Journalism	Journalism	9.04
Kinesiology	Kinesiology	51.23
Marketing & SCOM	Marketing	52.14
Marketing & SCOM	SCOM	52.13
Mathematics	Mathematics	27.01
Mathematics	Statistics	27.05
Music	Music	50.09
Nursing	Nursing	51.38
Philosophy	Philosophy	38.01
Physics	Physics	40.08
Political Science	Political Science	45.10
Psychology	Psychology	42.01
Public Administration	Public Administration	44.04
Religious Studies	Religious Studies	38.02
Social Work	Social Work	44.07
Sociology	Sociology	45.11
Theatre	Theatre	50.05
Women's Studies	Women's Studies	5.02