President’s Commission on Full-time Faculty Compensation

March 27, 2015

FAIR COMPENSATION

Affordable
Internally Equitable
Externally Competitive
Just & Livable

March 27, 2015

UNIVERSITY OF HARTFORD
Agenda

- Original Charge to the Commission
- Goals Recommended by Commission
- Commission’s Next Charge
- Updates Since & Questions from Last Meeting
- Compensation Concepts
- Exercise
- Next Steps
“to recommend to me a multi-year plan to increase faculty compensation in order to keep us competitive with our peer group of colleges and universities. In order to do so it is important that we have a clear sense of the complexities involved in considerations of compensation and the ability to set priorities for addressing the major factors we confront, including but not limited to: benchmarking, equity, merit recognition, and disciplinary-based market pressures.”

“As I have mentioned in various venues over the past few months, we are undertaking this initiative during a time when we do not foresee any immediate increase in revenue to the University. So you have your work cut out for you: how to be fair, appropriately competitive, and prudent in the commitment of University resources.”
Goals Recommended by the Commission

- Bringing academically qualified & satisfactorily performing members of the faculty to the minimum of the established range (Raising to the Minimum) - ($600k invested in last two years);

- Addressing equity within rank in our colleges and schools;

- Addressing equity across colleges and schools;

- Raising the competitiveness of salaries at all ranks across schools/colleges to market standards
Commission’s Next Charge

With the salary framework and resulting minimum adjustments completed, the President’ Commission on Faculty Compensation needs to recommend the next Goal for faculty compensation analysis and adjustment.

- Addressing equity within rank in our colleges and schools;
- Addressing equity across colleges and schools;
- Raising the competitiveness of salaries at all ranks across schools/colleges to market standards.
Updates Since & Questions from Last Meeting

- Enrollment Update;
- Communication with Faculty, Board, etc.;
- Questions on Last Meeting or Posted Materials;
- Other
Compensation Concepts

- Compression
- Inversion
- Internally Equitable
  - Within Ranks within Schools
  - Across Ranks within Schools
  - Across University
- Externally Competitive
  - Across University
  - Within Schools
## Compensation Concepts

### Sample 2% Salary Pool Distribution

<table>
<thead>
<tr>
<th></th>
<th>Unsatisfactory Performance</th>
<th>Satisfactory Performance</th>
<th>Fully Satisfactory Performance</th>
<th>Exceeds Fully Satisfactory Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>(&lt; 5% of faculty)</td>
<td>0%</td>
<td>1.00%</td>
<td>1.75%</td>
<td>2.00%</td>
</tr>
<tr>
<td>Salary Above Midpoint</td>
<td>0%</td>
<td>1.25%</td>
<td>2.00%</td>
<td>2.50%</td>
</tr>
<tr>
<td>Salary Near Midpoint</td>
<td>0%</td>
<td>1.50%</td>
<td>2.25%</td>
<td>3.00%</td>
</tr>
<tr>
<td>Salary Below Minimum</td>
<td>0%</td>
<td>1/2 Way to Minimum</td>
<td>All Way to Minimum</td>
<td>Above Minimum</td>
</tr>
<tr>
<td>Salary Below Minimum</td>
<td>0%</td>
<td>1/2 Way to Minimum</td>
<td>All Way to Minimum</td>
<td>Above Minimum</td>
</tr>
</tbody>
</table>

### Key to This Concept

The key to this concept is the willingness and ability of institutions to make valid, reliable, and stakeholder-owned performance decisions.
Exercise

If the University had $250,000 to invest in faculty salary adjustments in next year's budget, where would you wish to see the first dollar go? The second dollar?

In other words, what do you think our priorities should be as we continue to commit institutional resources to faculty salaries (or compensation overall)?
Next Meeting
Thursday April 16 – 3:30 to 5:00 pm

Continue to move towards concrete recommendations for:

- Addressing equity within rank in our colleges and schools;
- Addressing equity across colleges and schools;
- Raising the competitiveness of salaries at all ranks across schools/colleges to market standards