University Senate Committee: Compensation & Budget Committee

Brief History of Issue - why the issue is being considered:

The Compensation Committee is charged with recommending a biennial Comprehensive Salary Plan, informally referred to as the “Pay Plan.” Where possible, we have shortened and streamlined sections in an effort to make it easier to understand. The method of distribution of salary adjustment funds has been simplified, removing longevity multiplier factors, which were both difficult to understand and contributed to salary compression among some groups. We have directed a specific portion of a possible Pay Plan to equity adjustments. Finally, we have amended the Pay Plan to align with FASRP, Part III, Article 5: Personnel Policies and Procedures, Section B.2.f, which required that faculty who receive “exceeds expectations” receive a post-tenure award, regardless of rank.

Points Discussed by Committee:

1. Pay Plan must reflect recent changes to Post-Tenure review.
2. Committee deliberated on elimination of salary multipliers in order to increase Pay Plan transparency and to improve long-term ability to implement the Plan.
3. Committee deliberated on the methods of merit adjustments available to departments and units.
4. Committee examined equity adjustment options available to address salary inequities.
5. Committee deliberated on post-tenure salary adjustments for full professors, associate professors, and assistant professors.

Pros of Recommendation:

1. Revised Pay Plan improves the transparency of the distribution of unclassified staff salary adjustments.
2. Revised merit calculations can be maintained by the campus budget officer, while the old ones using multipliers could not.
3. Brings the Pay Plan into compliance with FASRP by including faculty at all ranks in post-tenure salary adjustments.
4. Revised Pay Plan includes faculty who receive either “exceeds” or “meets” in the post-tenure salary adjustment pool.
5. Reduced administrative workload in that post-tenure awards will be automatic after the PTR process is finished, not requiring a separate letter or request.
6. Reduced workload for units because faculty/staff will be grouped together for merit considerations.

Cons of Recommendation:

1. Lack of consistent funding makes the Pay Plan a theoretical project.
2. By increasing transparency and streamlining the text of the Pay Plan, we have consequently reduced the number of options and fine-grained analysis of those options.

Technology/Human Resource Impact:

Committee Recommendation:
Approval of the Comprehensive Salary Plan for 2017-2019
MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee:

by a vote of __7__ for to __0__ against on ___March 29, 2017__________ (Date)

Recommends that

The attached plan be approved as the 2017-2019 Comprehensive Salary Plan.

Implementation Date: July 1, 2017

Signed: _______________________________________

Chair of the Committee

Send to: University Senate Office