



TO:
FROM: Tom Zwirlein, Chair of P&B Committee
Robyn Marschke, Director of Institutional Research
DATE: February 23, 2016
RE: Uncompensated Merit Model for Faculty

The process used in the faculty uncompensated merit model is described below.

- A. The process begins with Gayanne Scott (Resource Management) who calculates a pool for faculty. The P&B Committee of Faculty Assembly, with approval from the Chancellor, opted to split the pool so 55% is provided to Non-Tenure Track Faculty and the remaining 45% to Tenure Track Faculty. The pool for 2015-2016 was determined to be \$227,317.
- B. A peer salary for each eligible person is drawn from our CUPA Peer group (31 institutions). If data are missing, then the CUPA Public Master's Large peer group is used.
- C. Spreadsheets of faculty rosters are sent to each college for review, with instructions to correct the following if necessary:
 - Years in Position
 - Merit Points
 - Department (needed for Business & Public Affairs)
 - Full Time Percent
- D. The model and formulas to complete the analysis were established last year by the P&B Committee.

PART ONE: ADJUST CUPA PEER SALARY FOR YEARS IN RANK ABOVE MEDIAN

For every year in rank above the UCCS median, the matched CUPA peer salary for each member of the faculty is adjusted upward by a factor computed as (Years Above Median Years in Rank * .005). A professor with 12 years in rank above the median will see their CUPA Peer adjusted by $(12 * .005) = .06$ or 6%. If the CUPA peer is \$100,000 it is adjusted up to \$106,000 for years in rank.

The Distance from the actually salary of the person is now calculated as the Rank Adjusted CUPA Peer salary – the Full Time Faculty Salary. The value is the Distance in dollars between the CUPA Adjusted Peer Salary and the actual faculty salary. If this value is positive, the faculty salary is below the adjusted CUPA Peer. If the Distance value is negative the faculty salary is above the CUPA Adjusted Peer Salary and no further adjustment is warranted.

PART TWO: ADJUSTMENT for YEARS WITH MERIT AMOUNT

If Average 3yr Merit is greater than the Average 3yr Merit in one's Department, the distance figure calculated above is adjusted upward one more time. The following table is used to adjust the Distance amount. The adjustment depends on how much the average faculty merit over three years exceeds the department median. For example, an average merit score that exceeds the department average by .7 will see the Distance amount adjusted upward by:

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$$\text{Distance} * (1 + .075)$$

The .075 (7.5%) adjustment comes from looking up the .7 value in the table below to find the adjustment factor. This adjustment is merit based and increases as merit above department merit increases.

Faculty Merit Above the Department Median	Adjustment Factor
0.0 up to 0.1	0.000
0.1 up to 0.6	0.050
0.6 up to 1.1	0.075
1.1 and above	0.100
1.6 and above	0.125
2.1 and above	0.150
The model uses the higher adjustment factor when a breakpoint is reached in the table.	

PART THREE: ADJUSTMENTS

If the adjusted Distance is positive, an adjustment is in order. The individual will receive an increase based on the proportion of the available pool to the total needs identified in the model. The proportion is determined as the Distance value divided by the sum of all individual Distance values for the faculty as a group. This proportion is then multiplied by the total amount available in the 2015 uncompensated merit pool. Thus, the faculty salary will be adjusted by less than their total Distance figure in years when the uncompensated merit pool is less than the amount needed to resolve all salary issues. This year's uncompensated merit pool was 48.% of the dollars needed for all faculty to reach 100% of their CUPA peer salary.

The table below provides a summary of the adjustments made this year.



2015-16 Salary Adjustment Model Results			
	Total	TT	NTT
Total available pool of funds	\$227,317	\$102,293 (45%)	\$125,024 (55%)
Total amount needed according to the model to relieve all compression <i>(Dollars needed for all 391 faculty to reach 100% of peer salary)</i>	\$470,457	\$234,721	\$235,736
Total number of eligible faculty in the process	394	228	166
Total number of faculty who received an adjustment	120 (30.5%)	58 (25.4%)	62 (37.4%)
Average amount of adjustment (\$)	\$1,889	\$1,753	\$2,016
Median amount of adjustment (\$)	\$1,307	\$1,087	\$1,639
Largest adjustment (\$)	\$7,436	\$6,345	\$7,436
Lowest adjustment (\$)	\$82	\$103	\$82
Number of Full professors receiving adjustments (average)		32 (\$2,213)	
Number of Associate professors receiving adjustments (average)		23 (\$1,143)	
Number of Assistant professors receiving adjustments (average)		3 (\$1,521)	
Number of Senior instructors receiving adjustments (average)			29 (\$997)
Number of Instructors receiving adjustments (average)			33 (\$2,912)
Information provided by the Office of Institutional Research			

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