May 8, 2018

To: Dean Van Galen, Chancellor
    116 North Hall
    University of Wisconsin – River Falls

From: Mialisa Moline, Chair
      Faculty Senate
      University of Wisconsin – River Falls

Re: UWRF Faculty Senate Motion 2017-18/137

The following motion was approved with 19 in favor, 1 opposed, and 1 abstention by the Faculty Senate on May 2, 2018:

Motion from the Faculty Compensation Committee (Brenda Boetel, Chair) to approve the attached revision to Chapter III, 3.4, Article VII, Section 7.6: Salary Adjustment Plan.

☐ Approved
☐ Disapproved

Dean Van Galen, Chancellor
Date 5/10/18
That beginning with the 2018-2019 academic year, salary adjustments (other than the pay plan percentage increase) for faculty of all ranks will be made on 1) Post Tenure Review (PRT); 2) Merit adjustments and 3) Market equity and compression factors. A minimum of $100,000 shall be allocated to this adjustment fund annually. These monies are separate from the R program or its UW System institutional successor. Other compensation adjustment programs currently in existence at UW-RF will continue to exist. This salary adjustment may be delayed for one year in the event of a significant UW System lapse and only after consultation with the Executive Committee of the Faculty Senate and Faculty Senate. However, the Post-Tenure Review Recognition component would be considered a firm commitment and could not be suspended.

**Guidelines to Implement the Motion**

1. All tenured and tenure-track faculty members at URF will be in the initial pool for salary Analysis, with the exception that faculty assigned at 100% administrative roles will not be included as eligible faculty.

2. Distributions are to address post-tenure review recognition adjustments, merit adjustments and compression within URF and disparities between URF faculty salaries and those of peer institutions as determined by the College and University Professional Association's (CUPA) National Faculty Salary Survey for Four-Year Institutions (NFSS) and by the AAUP Faculty Salary Survey as stated in URF Motion 61 2011/12.

3. Distributions will be distributed in the order of priority as follows:
   a. Part 1: PTR reviews that give a designation of "meets expectations" will give the tenured faculty member a $750 increase in their nine-month equivalent base salary; a tenured faculty member who receives an "exceeds expectations" designation will receive a $1500 increase in their nine-month equivalent base salary. If successful PTR recognitions total greater than $60,000 the additional funds shall be taken from part 3: compression awards and the number of compression awards will be reduced. At the current faculty rankings, administration expects 20-30 faculty per year will engage in post-tenure review.

   b. Part 2: If PTR salary adjustments total less than $60,000, the remaining amount up to $60,000 shall be used for merit recognition awards at amounts up to a maximum of $2000 per recipient. The remaining amount for merit awards, up to $60,000, will be proportionately distributed to each college based upon tenure-track FTE. Awards shall be given at the Deans’ discretion based on recommendations from the Chairs. Faculty members are eligible for consideration on an annual basis.

   c. Part 3: The remaining amount shall be distributed as compression adjustments and distributed at $1,000 per faculty member based on the compression formula, as shown below.

4. A faculty member receiving a compression distribution will be eligible for consideration for another compression distribution three years after receiving the compression distribution. Faculty members who received a compression award in FY 2016/17 will be eligible for a $1000 compression distribution in FY 2019/20; faculty members who received a compression award in FY 2017/18 will be eligible for a $1000 compression distribution in FY 2020/21.
5. The data source for salary analysis used in the compression formula will come from the College and University Professional Association's (CUPA) National Faculty Salary Survey for Four-Year Institutions (NFSS). The base for each year will be the academic year that was just completed or the most recent data available from CUPA. CUPA data will be updated every two years.

6. Sample peer Institutions are the schools listed in Table 1 -- ACCRA Cost of Living Index of UW-River Falls Self-Identified Peer Institutions.

**Procedure**

1. At the beginning of a new fiscal year the UWRF Budget Office will make available to the chairs of departments, faculty members and the chair of the compensation committee, the UW CIP code web page link as well as the full CUPA data set such that faculty and chairs may determine the appropriate 4-digit CIP code and CUPA data discipline designation.

2. Academic discipline determination (CIP code)
   a. The chair will consult with each individual faculty member in his/her department to determine an appropriate 4-digit CIP code and CUPA data discipline designation for each faculty member prior to forwarding to the dean. In the event an agreement cannot be reached the faculty member may appeal the classifications to the dean, and the dean will in such a case make the appropriate determination in consultation with the faculty member and their chair.

   b. The list of faculty and their corresponding 4-digit CIP code and CUPA data information will then be sent to the appropriate college Dean, and then to the Provost for her/his approval.

   c. The approved list will then be sent to the Budget Office.

   d. When a department or program is not identified specifically in CUPA categories or the member's academic responsibilities may involve multiple disciplines, a comparative discipline/program will be identified by the faculty member and the faculty member's department/program chair and forwarded to the College Dean and to the Provost.

3. The UWRF Budget Office will then prepare a spreadsheet listing the following data:
   a. Name
   b. CIP code
   c. CUPA data designation
   d. Budgeted base salary or nine-month equivalent for the current academic year
   e. Rank
   f. Time in rank at UWRF
   g. The CUPA median 9-month salary for the discipline and rank
   h. Median time in rank at UWRF for each rank
   I. Adjusted 9-month salary (using appendix A formula)
   J. Compression differential between actual 9-month salary and adjusted 9-month salary
   k. University EP used
4. Inclusion into the distribution pool will be achieved by computation of the compression differential as described in appendix A and section 5 below.

5. The Dean of each college will examine the list of faculty in his/her college and prepare a distribution pool. The primary factor for preparing the pool will be the data driven compression differential. In addition, the Dean will consider other factors such as post tenure reviews for tenured faculty, renewal reports of probationary faculty, teacher evaluations, service to the University, and other factors.

A dean may remove a faculty member from the pool only for substantial and demonstrable reasons. Prior to a dean's removing a faculty member from the pool, the dean must give five business-days' notice, via e-mail, to both the faculty member being removed and the faculty member being moved into the pool requesting from each an updated curriculum vitae. To remove a faculty member from the pool, the dean must consult the person's updated CV, justification for the removal, which justification must be approved by the Provost prior to removing the faculty member from the pool. The dean may promote into the pool by this procedure only the next eligible faculty member in the ranking from that dean's college or must enter the same process of requesting a CV from that next-in-line person and writing a rationale for that person's removal to be approved by the Provost and so on for each person removed from the pool, whether initially in the pool or subsequently in the pool by the removal of faculty member with a higher ranking. Each person removed from the pool must be notified by the Provost in an e-mail message that includes the dean's justification and be given three business days to respond to the approved justification. The Provost will notify the faculty member and the dean within 48 hours of receiving a response as to whether the Provost affirms the approval for removal or reconsidered and thereby rescinds the approval, leaving the faculty member in question in the pool. If the Provost receives no response from a faculty member within the three-business-days period, the approval stands.

6. All the money budgeted for this program will be allocated each academic year.

7. Salary adjustments will be made retroactive to the beginning of the current academic year.

8. The faculty list will be forwarded to the Compensation Committee by the Budget Office for review. Once reviewed by the Compensation Committee, the Provost will prepare a summary written report that will be sent to Faculty Senate that includes the names of the recipients and the amounts awarded.

9. The compression awards associated with this policy will continue until the median salary of all UWRF faculty ranks (tenured and tenure-track) reaches the median salary of our peer institutions.
Appendix A
Calculation of the compression differential will be accomplished using the following formulas and procedures.

\[ ES = EP \times (YIR - MYR) + 0.8 \times MDS \]

Where:

ES = Expected Salary
YIR = Years in rank, at UWRF (Associate professors are capped at 8 years in rank maximum).
MYR = Median years in rank, at UWRF (of all faculty)
MDS = Median disciplinary salary, (median CUPA data, by rank)

Once the expected salary (ES) is obtained, the adjusted expected salary is calculated, adjusting for percent academic appointment, using the following formula:

\[ AES = \%AP \times ES \]

Where:
AES = Adjusted expected salary
\%AP = Percent academic appointment
ES = Expected salary

The compression differential is then calculated using the following equation:

\[ \%CD = \frac{AES - S}{AES} \]

Where:

CD = Compression differential
AES = Adjusted expected salary
S = Salary (current faculty 9-month salary)

The compression pool will be composed of the faculty with the largest compression differentials. The number of faculty in the pool will depend on the distribution amounts up to the funding available. Faculty with a zero or negative CD value will not be eligible for the pool. Experience Premium (EP) calculation:

Experience Premium (EP) calculation:

EP is calculated by the following method:

Graph the median time in rank (at UWRF) for the three ranks (i.e., - assistant, associate, professor; 3.1 yrs, 9.1yrs, 21.1 yrs, respectively) on the x axis.
Graph the median salary for each rank within each department. Plot a linear regression line between the three data points. The SLOPE of the line is the EP. If a department has only two ranks, the regression line is calculated between those two points. In the event a negative department EP is calculated, that datum point would be excluded from the calculation of the university median EP. Once the EP is calculated for each department, the MEDIAN EP is generated for the University and it is used for all calculations in Appendix A.