My letter indicated that I am paid below the peer comparison and target salary. Why was my salary not brought up to the target salary?

This was a comprehensive study that sought to identify the magnitude of the salary compression and equity issues and to take a first step at addressing these issues. This year, we had a salary pool slightly in excess of $600,000. To bring everyone up to their 2012 peer target would take over 3 million dollars. Falling behind our comparison peers did not happen over-night. Even if we could guarantee the same funding every year in the future, fixing the problem will take quite a number of years. However, we all know, there is no guarantee of funding every year. The main point to remember is that this study and approach are a first step.

Which institutions were used to develop the comparison data used to determine the target salaries?

Forty three (43) institutions were used to benchmark faculty salaries. An effort was made to identify institutions that had some similar and aspirational characteristics. Many of these institutions are used as peer groups for the Texas A&M University System EmpowerU initiative that created benchmarks and metrics by which we will are now evaluated and compared.

The 43 institutions are:

| Ball State University       | Northern Illinois University | University of Nebraska at Omaha |
| Bowling Green State University-Main Campus | Oakland University          | University of Nevada-Las Vegas |
| Cleveland State University  | Old Dominion University      | University of New Orleans       |
| East Carolina University    | Portland State University    | University of North Carolina at Charlotte |
| Florida Atlantic University | Sam Houston State University | University of North Carolina at Greensboro |
| Georgia Southern University | South Dakota State University| University of Rhode Island      |
| Idaho State University      | Southern Illinois University Carbondale | University of South Alabama |
| Indiana University of Pennsylvania-Main Campus | The University of Texas at El Paso | University of Southern Mississippi |
| Indiana University-Purdue University-Indianapolis | The University of Texas at San Antonio | University of Toledo |
| Kent State University at Kent | University of Akron Main Campus | University of Wisconsin-Milwaukee |
| Louisiana Tech University   | University of Louisiana at Lafayette | West Virginia University |
| Middle Tennessee State University | University of Maine        | Western Michigan University    |
| New Mexico State University-Main Campus | University of Massachusetts-Boston | Wright State University-Main Campus |
| North Carolina A & T State University | University of Memphis      |                             |
| Northern Arizona University | University of Missouri-St Louis |                             |

How were the institutions used for the comparison data selected?

CUPA is the association for HR professionals in higher education, providing leadership on higher education workplace issues in the U.S. and abroad. They monitor trends, explore emerging workforce issues, conduct research, and promote strategic discussions among colleges and universities.

CUPA collects and reports salary information by discipline and rank from institutions across the country. We utilized the median salary by rank for each discipline as the basis of the analysis.

How do you know the data from these institutions is indeed comparable?

As a means of double checking the CUPA result, per request of two colleges, we also compared data that their national organizations compile. In the case of Nursing, there was little significant
difference, so CUPA data was used. In the case of Business, about 50 percent of the comparisons were higher using CUPA and about 50 percent of the comparisons were higher using AASCB. As a result, for Business, we averaged to two comparisons for each discipline by rank to use as the basis of the analysis for those disciplines.

How was my new salary determined?

Please see the “Faculty Equity/Decompression Analysis Process” document.

What input did faculty have in the development of the process used for the analysis?

Last semester a joint Faculty Senate and Administrative task force discussed a number of options and developed a series of recommendations. Faculty Senate sponsored open forums and encouraged faculty feedback and Senate forwarded recommendations. In the final implementation, many, but not all, of those recommendations guided the plan that was implemented.

Is everyone receiving an increase?

Faculty members receiving an increase meet the following criteria:

- Have a current performance evaluation on file
- Standard, High, or Exceptional performance
- Currently making less than 100 percent of their expected salary per the analysis

Faculty members not receiving an increase include:

- Faculty members with less than standard performance
- New to the university or faculty position without a performance evaluation on file
- Faculty members at or above 100 percent of their expected salary per the analysis

I’m still not at 100% of my target salary. When will I get another increase?

We are currently in a biennial legislative session that will determine our budget for the next two years. That process will need to be completed before plans for future increases can be made.

Why does my evaluation rating for this analysis differ from how my supervisor rated me?

During the course of this study, it was discovered that each college utilized different terminology and scales to describe faculty performance. To conduct a systematic salary analysis across the campus, a uniform 5 point scale was agreed upon. Each college was responsible for translating their college-specific rating into the common scale. Faculty members were not reevaluated.

Are we receiving merit payments?
FACULTY EQUITY/DECOMPRESSION ANALYSIS
FREQUENTLY ASKED QUESTIONS

Standard or greater performance was required for inclusion in the equity model that identified a target percentage of expected salary, given performance. Some faculty members, however, are above that percentage but below 100 percent of expected salary per the analysis and are performing at standard, high or exceptional levels. For those faculty members, though still compressed in their salaries, but above the target, a performance raise was awarded.

Though this was largely an effort to correct significant compression and equity issues, it was not designed to correct for salaries that were low due to performance.

Are faculty members who retired within the last few months eligible for consideration? If not, why are faculty members who are scheduled to retire after spring semester eligible?

One time merit payments will be awarded on March 1, 2013 and paid on March 29, 2013. The increases to base pay are effective March 1, 2013 and reflected on the April 1, 2013 paycheck. Faculty who retired before March 1, 2013 are not eligible for consideration because they are not an employee on March 1, 2013. Faculty members retiring on May 31, 2013 are in an active employee status as of March 1, 2013 and are therefore eligible for consideration.

Will faculty members going through the promotion process this year still benefit from this?

Yes. Salary increases this year are tied to past performance and compression. Salaries were benchmarked against current ranks. Promotion increments will be awarded for faculty members approved for promotion to new ranks effective September 1, 2013.