

INTERNAL EQUITY CRITERIA for Tenure-track and Post-tenure Faculty (TTF)

Department of Computer and Information Science

June 3, 2014

The CIS Department developed and uses the following criteria to identify equity issues and award equity increases, following guidelines from the Dean of the College of Arts and Sciences and the Provost, as well as input from department faculty. Equity increases for tenure-related faculty in 2015 will be limited to addressing internal equity issues associated with salary compression and salary inversion. These guidelines only cover internal equity issues. Guidelines for external equity issues will have to be added at a later date.

The University defines relevant terms in the document, *TTF Equity Proposal: Specifics and Process Agreement, March 19, 2014*, signed by Provost Coltrane and United Academics President Dreiling:

For the purposes of this process, *salary compression* is defined as the condition in which the range of salaries among full-time faculty at the same academic rank does not vary appropriately in relation to years of relevant service and/or possession of a terminal degree. *Salary inversion* is defined as the condition in which a faculty member who has less relevant service or who holds a lower academic rank is earning a higher salary than a faculty member who has more relevant service and/or who holds a higher academic rank. (Available on UO Academic Affairs website.)

1. Regardless of type of appointment or FTE, each TTF member is eligible for consideration for an equity increase.
2. However, equity adjustments are only given to tenure track faculty (TTF) who, in their most recent merit evaluations, have met expectations in at least two of the three categories of research, teaching, or service.
3. This adjustment is to address TTF internal compression and inversion, not to respond to external equity issues.
4. Equity adjustments are made in dollar amounts and are made prior to applying merit. These adjustments do not compound with any subsequent salary increases.
5. Salary inversion or compression in comparison with others in the same department must be demonstrated in order for an equity increase to be approved.

6. Equity adjustments are based on equity issues only. There are a number of sources of salary inequity (either compression or inversion) that may be addressed with equity adjustments. Examples include:

A) Market wage rates moving faster than internal wage adjustments. For example, Professor A is hired two years later than Professor B during a time when market forces are pushing assistant professor salaries up rapidly. A and B have had similar merit ratings over the years. Thus, even though B has more years of service, B's salary is considerably lower than A's.

B) Retention offers. Professors A and B are hired at the same level of seniority, but A has had an outside offer and received a significant retention raise.

C) Changes to automatic promotion raises. Professor A is one year senior to Professor B and received a raise for a successful sixth-year post-tenure review. Professor B received twice as much the next year because prescribed pay raise amounts had been adjusted.

7. Equity adjustments do not address pay differences due to other factors that are not related to equity; in particular, equity adjustments are not applied to pay differences due to the accumulation of past merit decisions. For example, suppose that Professors A and B were hired at the same level of seniority at roughly the same time for roughly the same salary. Over the years, Professor A has been consistently rated more meritorious and now has a substantially higher salary than Professor B. Equity adjustments to equalize Professor B's salary with Professor A's salary would be inappropriate since the difference is solely due to (past) merit outcomes, not sources of inequity.

8. When making equity adjustments, we adjust all faculty members affected by a source of inequity, not just those who are more compressed or inverted. For example, suppose an Assistant Professor comes in at pay higher than the lowest paid Associate Professor due to market forces (example A above). Correcting only this instance of inversion would be ignoring the compression effects on the other higher-paid Associate Professors.

9. Faculty will be informed in a written letter of the amount of an equity raise after it has been approved.

10. The results and basis of an individual's reward of equity by the Department Head will be documented in an individual report and retained in a personnel folder for the TTF member. These folders will be stored in a locked filing cabinet in the CIS Office Manager's office. These documents are considered confidential.

All policies and procedures relating to equity review of TTF staff will be maintained on the CIS Faculty wiki under "Policies". They will be available to all TTF members.