

March 16, 2011

Pamela Peterson, AVC
Academic Personnel Office

Re: Faculty Salary Data Request

Dear Pamela,

As follow-up to our consultation on March 10, the Committee on Faculty Welfare (CFW) hopes to clarify the intent and format of the faculty salary-related data it is requesting from your office. The objective of this data request is to assess various aspects of the impact of the “Merit-Boost” plan. The data will be used to inform future discussions and committee recommendations on faculty salary policies to be adopted at the local-campus level.

CFW would like to assess how the greater-than-normal merit boost plan has impacted various departments and ranks, as well as the extent to which the plan has been accessible and effective for all faculty groups. The three years of data prior to the launch of the merit boost plan requested below will be used to calibrate and benchmark the data from the years during which the merit boost plan has been implemented. CFW is also hoping to clarify its understanding of the absolute and relative cost of the plan vis-à-vis cost of faculty salary payroll, normal merit increase, and retention offers. Finally, CFW also plans to investigate metrics such as “total salary” and “the progress within rank and step” to understand the impact of the plan on salary compression.

CFW requests two file types: ‘File 1’, and 5 sets of ‘File 2’ data (excluding 2011 data), to be provided within 2 weeks or by March 31, 2011 so that CFW can analyze them during the spring while the committee is still in session. CFW further requests that the ‘File 2’ 2011 dataset be provided to CFW at your earliest possible convenience after July 1, 2011.

File 1: Static Data (current)

Column 1: Division
Column 2: Department
Column 3: Faculty ID
Column 4: Date of Hiring
Column 5: Date since last degree

File 2: Salary Data (6 sets of data as described below)

Column 1: Faculty ID
Column 2: 6 dates (July 1, 2006, 2007, 2008, 2009, 2010, and 2011, when available)
Column 3: Rank
Column 4: Step
Column 5: Total salary
Column 6: Off-scale salary
Column 7: Personnel Review outcome(s)

Column 7 Detail:

- 0: Reviewed but no change in salary
- 1: SI (Salary Increase)
- 2: Normal merit increase
- 3: G1 (1.5 merit increase)
- 4: G2 (1.9 merit increase)
- 5: Acceleration (2.0)
- 6: Acceleration 2 (2.5 merit increase)
- 7: Retention offer
- 8: Not reviewed
- 9: Miscellaneous (A: on leave; B: hired this year; C; left last year)

As discussed, the Committee will also be requesting at a later date a dataset which includes age, gender and ethnicity, aggregated at the appropriate levels, in order to judge if there is a salary gap between the genders, among ethnicities, and any age inequity developing with the stagnation in the salaries of loyal faculty.

If there are any issues or challenges for your office to provide the requested data, please engage with CFW at your earliest convenience so that we can modify our request in such a way that our objectives can be reached. CFW feels strongly that the outcomes of our analysis are critical to Senate and administrative dialogue moving forward.

Sincerely,

lsl

Suresh Lodha, Chair
Committee on Faculty Welfare