

FACULTY COMPETITIVE SALARY ADJUSTMENT INITIATIVE

The overall goal of this three year initiative is to begin the process of adjusting the 9-month academic salaries of our tenured and tenure-track faculty members to more accurately reflect an individual faculty member's value, while also ensuring that in aggregate UH faculty salaries are recognized as being nationally competitive with other Tier One institutions. To begin to address these long-term goals, the university plans to provide a centrally funded competitive salary adjustment pool (\$700k/year for three years) beginning FY2017 subject to the necessary budgetary approval.

Over the next three years, centrally provided funds will be used to begin the process of adjusting the 9-month academic salaries of as many as possible tenured and tenure-track faculty members towards 95% of the average faculty salary offered at other Carnegie One universities with very high research activity (C1/RVH). The target 9-month academic salary for each individual faculty member will be calculated as 95% of the average 9-month criterion salary offered at other C1/RVH institutions matched by departmental IPEDS/CIP code and faculty rank (*See Appendix*).

Recognizing the limited amount of new, centrally provided funds that will be available over the planned three year period, additional competitive salary adjustment funds may be generated within individual department/colleges by utilizing existing base salary dollars released by faculty retirements or from lapsed faculty salary lines. Additional college-level funds generated in this way will require appropriate documentation and budget check prior to any approval of their use as salary competitiveness funds by the Office of the Provost. College-generated funds of this type can be used to either supplement central funds provided for faculty who fall below the 95% criterion salary level, or, at the discretion of the dean may be used to provide competitive salary adjustments for faculty members who are above the 95% criterion salary level subject to the normal approval process through the Office of the Provost.

Overall Process (2016 Cycle) - The competitive salary adjustment process for 2016 will involve a two-step process. The first step (details provided below) will be used to determine which faculty members are eligible to receive centrally funded competitive salary adjustments during the 2016 cycle. The second step will govern the distribution of these centrally provided funds to the colleges for the 2016 cycle. Specific details on the 2016 distribution process will be provided once the initial 2016 eligibility process has been completed, with the caveat that there will be an annual cap (*TBD*) on the dollar (\$) amount any individual faculty member may receive via a centrally provided competitive salary adjustment. In consultation with the deans and the Faculty Competitive Salary Advisory Committee, both the eligibility and distribution processes for competitive salary adjustments in the remaining two years of this initiative will be reviewed annually and optimized as necessary.

DETERMINING FACULTY ELIGIBILITY FOR A CENTRALLY-FUNDED COMPETITIVE SALARY ADJUSTMENT
(2016 Cycle)

- 1) Deans will receive a spread-sheet containing the names of all tenured and tenure-track faculty members in their college who have a 9-month academic salary which falls below 95% of the average 9-month academic salary (categorized by departmental CIP code and faculty rank) offered by other RU/VH universities.
- 2) The initial spreadsheet will also contain information specific to each individual faculty member: academic department, present academic rank, years in present academic rank, and total years of service at UH.
- 3) Deans (in consultation with their department chairs and/or appropriate departmental committees) will be asked to recommend which faculty members that appear on this spreadsheet are eligible for consideration of a competitive salary adjustment. The faculty member must satisfy **both** of the criteria listed below to be eligible for a centrally-funded adjustment:
 - a. The faculty member must have received a “meritorious”, “meeting expectations” or equivalent rating on their annual performance review (APR) resulting in them being eligible for a merit salary increase in five (5) or more of the APRs conducted during the spring of those specific calendar years when a merit salary pool was provided by the university (i.e. 2015, 2013, 2012, 2010, 2008, 2007 and 2006) or in all applicable years listed if employed after 2007;
 - b. In the judgment of the dean, the faculty member has over time performed in a fashion consistent with an upward scholarly trajectory appropriate to their rank, while also fulfilling their instructional and service responsibilities to the department, college and university.
- 4) Deans shall provide a justification supporting any decision not to recommend a faculty member for a competitive salary adjustment. This justification should clearly state the reasons why the faculty member is not eligible for a competitive salary adjustment and refer back to APR scores in the designated years and/or review of the faculty member’s extended performance during the last decade (or the time employed at UH whichever is shorter) in the domains of research/scholarship, teaching and service, whichever is applicable.
- 5) Justifications supporting any decision not to recommend a faculty member for a competitive salary adjustment will be reviewed by the Faculty Competitive Salary Advisory Committee appointed by the Provost prior to any final approval of the recommendation by the Provost.
- 6) Faculty members that are not recommended for a competitive salary adjustment will be informed of their status by their respective deans once the Provost has approved the final list. Faculty members will have the right to contest the decision by appealing to the Faculty Competitive Salary Advisory Committee who after review will make a recommendation to the Provost.

APPENDIX

Carnegie One Universities with Very High Research Activity (RU/VH) Participating in the 2015 APLU/OSU Faculty Salary Survey (faculty 9-month academic salaries reported by departmental IPEDS/CIP code and faculty rank). A total of 64 RU/VH universities participated in the Academic Year 2015 APLU/OSU survey including the University of Houston.

Arizona State University	University of Delaware
Colorado State University	University of Florida
Florida State University	University of Georgia
Georgia Institute of Technology	University of Hawaii at Manoa
Georgia State University	University of Houston (TX)
Indiana University at Bloomington	University of Illinois at Chicago
Iowa State University	University of Illinois at Urbana/Champaign
Louisiana State University	University of Iowa
Michigan State University	University of Kansas
Mississippi State University	University of Kentucky
Montana State University	University of Louisville (KY)
North Carolina State University at Raleigh	University of Maryland at College Park
North Dakota State University	University of Massachusetts
Ohio State University	University of Michigan
Oregon State University	University of Minnesota-Twin Cities
Pennsylvania State University	University of Missouri at Columbia
Purdue University (IN)	University of Nebraska at Lincoln
State University of New York at Buffalo	University of New Mexico
Texas A&M University	University of North Carolina at Chapel Hill
University of Alabama at Birmingham	University of Oklahoma
University of Arizona	University of Oregon
University of Arkansas	University of Pittsburgh (PA)
University of California at Berkeley	University of South Florida
University of California at Davis	University of Tennessee at Knoxville
University of California at Irvine	University of Texas at Austin
University of California at Los Angeles	University of Utah
University of California at Riverside	University of Virginia
University of California at San Diego	University of Wisconsin at Madison
University of California at Santa Barbara	Virginia Commonwealth University
University of California at Santa Cruz	Virginia Polytechnic Institute & State University
University of Colorado at Boulder	Washington State University
University of Connecticut	Wayne State University (MI)

RU/VH criterion salary data is available through the Oklahoma State University (OSU) faculty salary survey with the most recent data being compiled during the 2014-2015 academic year. This data has the advantage of being collated by academic discipline and faculty rank using the IPEDS/CIP academic position coding structure allowing “matching” of individual UH faculty members to the appropriate average RU/VH salary level for their specific academic discipline and faculty rank. The data provided by OSU is presented as normalized mean values representing the faculty member’s base salary for a 9-month academic year. This value **DOES NOT** take into account any additional salary sources, such as a department chair/administrative stipend, an endowed chair stipend or additional compensation for teaching an overload class. In addition, it **DOES NOT** include any salary earned by the faculty member for activities during the summer months.