

**ACADEMIC SALARY AFFAIRS TASK FORCE RECEIVES DEANS' RECOMMENDATIONS;  
SALARY ADJUSTMENTS FOR FACULTY APPROVED AT AUGUST BOARD MEETING**

The University of Akron has embarked on a multi-phase process to address salary compression within the University and in relation to average faculty salaries at benchmark schools, following considerable research and analyses. The goals of the process are the fair recognition of merit within the University and the elevation of average faculty salaries to the 75<sup>th</sup> percentile among Ohio public universities. President Proenza created the Academic Salary Affairs Task Force and charged it with recommending a process to achieve those goals. He also allocated \$1.2 million in salary adjustment money to be used in this regard at the professor and associate professor levels, both of which did not fare well in compensation comparisons with peer institutions. (Average compensation of assistant professors, however, already ranks at the 75<sup>th</sup> percentile among peers, as illustrated by the graph on the last page of this document.)

The Task Force recommended that those funds be divided into two pools – Track I and Track II funds. Track I funds were designated to bring average faculty salaries more in line with those of benchmark universities and were to be distributed based upon merit. Track II funds were designated to address salary compression for professors and associate professors and were to be distributed based upon years in rank, with consideration of merit. The Task Force recommended that the funds be allocated as follows:

	Full Professors	Associate Professors
Track I Funds	\$325,000	\$ 95,000
Track II Funds	\$400,000	\$200,000

Track I funds were distributed to eligible faculty in disciplines that were identified by the Task Force as being adversely affected by salary compression relative to benchmark institutions. Both Track I and Track II funds were allocated by discipline and rank, with any non-awarded funds being returned to the Salary Adjustment Reserve Fund.

Faculty who were eligible to receive Track I and Track II salary adjustments were identified in printed and electronic spreadsheets that were provided to each dean on June 20. Only eligible faculty could receive salary adjustments. Ineligible faculty included – those hired in rank within the last five years, based on Human Resources information of June 12, 2002; faculty terminating their employment with the University; and those faculty identified by the Task Force as having "high outlier" salaries, 1.5 times the inter-quartile range. Salaries for high outliers were not to be adjusted upward or downward. Low outliers who merited salary increases were to be earmarked for special attention during the distribution of Track I Funds.

After much consultation with the Academic Salary Affairs Task Force, it was decided that Track I allocations would not be made to associate deans, assistant deans and other similar faculty-level administrators. Doing so would have significantly distorted the salary averages in several departments and, in all likelihood, made some departments ineligible for Track I funds. Rather, it was suggested that the annual salary adjustment process should be used to address compensation issues for faculty-level administrators. However, faculty-level administrators were eligible for Track II salary adjustments. Deans and vice presidents with faculty rank were not eligible for Track I or Track II allocations.

More details regarding this process can be found in the June 20, 2002, E-Mail Digest Special Edition <<http://www.uakron.edu/president/asatf/>>.

Track I and Track II salary adjustment recommendations were received from all colleges and, based upon those recommendations, the following amounts of money were made available to adjust salaries:

COLLEGE	RECOMMENDED SALARY INCREASE TOTALS
Arts & Sciences	\$ 386,297
Business Administration	\$ 67,524
Community & Technical	\$ 97,119
Education	\$ 43,963
Engineering	\$ 83,184
Fine & Applied Arts	\$ 212,523
Graduate School	\$ 2,750
Law	\$ 39,855
Nursing	\$ 24,456
Polymer Science/Engineering	\$ 33,717*
University Libraries	\$ 21,410
Wayne College	\$ 23,491**
<b>TOTAL – Main Campus</b>	<b>\$1,012,798**</b>

\* Represents only Track II salary adjustments, since Track I allocations to Polymer Science and Polymer Engineering are awaiting benchmark information.

\*\* Wayne College allocations are in addition to the overall figures for the main campus.

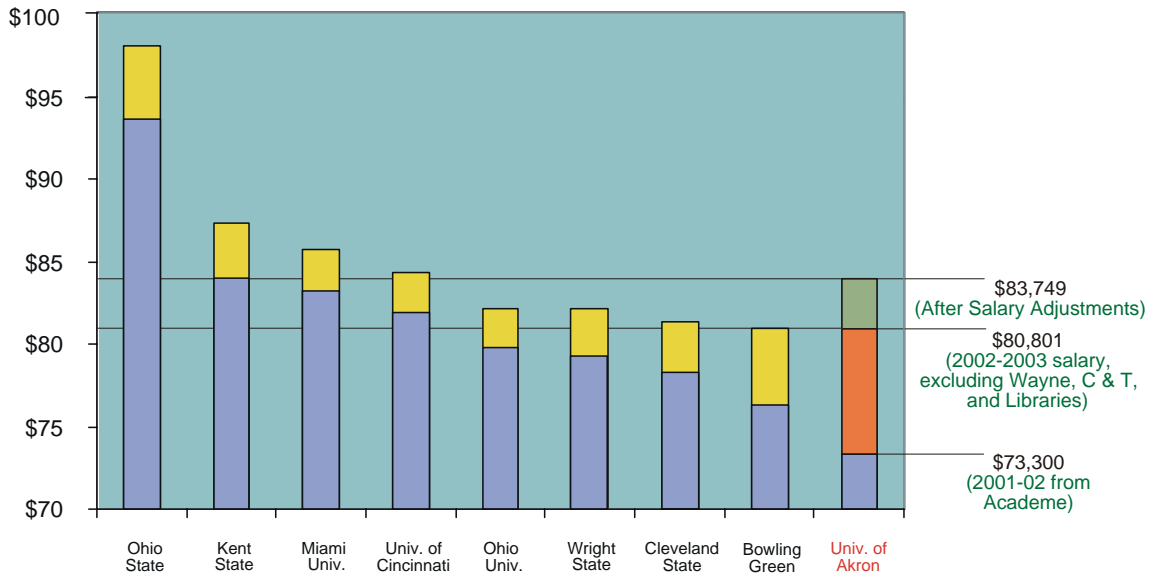
Salary adjustment recommendations for approximately 400 individual faculty members were forwarded to Human Resources and, today, received final approval by the Board of Trustees. Deans were asked to withhold information regarding the salary adjustments recommended for individual faculty until Board approval was obtained. Salary increases should be reflected in the September paycheck. The increases will take effect on July 1, 2002, for faculty on 12-month appointments – and on August 26, 2002, for faculty on 9-month appointments.

The Academic Salary Affairs Task Force’s preliminary impact analysis of the first round of allocations shows that, during 2002, the average salary of full professors in the 4-year, degree-granting colleges on the Akron campus increased from \$73,300 to \$83,749 – and the average salary for associate professors increased from \$56,700 to \$62,172. Those changes were the cumulative result of average raises of 3% in January 2002 and 4% in June 2002 (shown by the orange bars in the two following graphs), plus this new adjustment (green bars) for eligible and meritorious associate professors and professors.

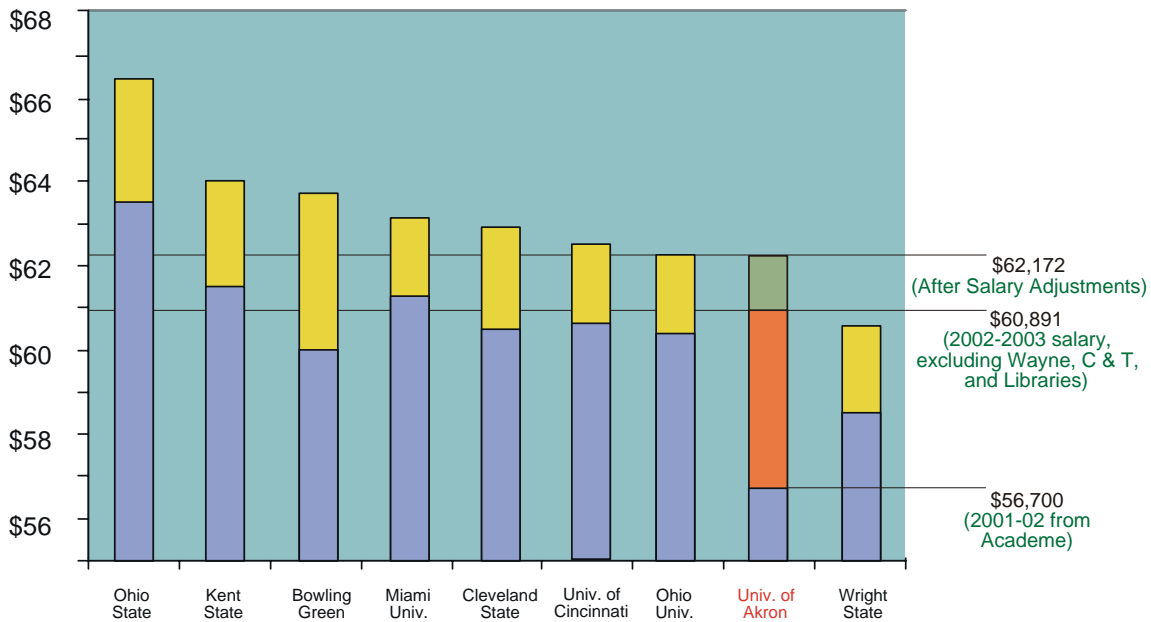
The graphs also show the average salary position of The University of Akron, relative to several other state universities. The average salary of full professors at The University of Akron moves to the median position among Ohio benchmark schools, while the average salary of associate professors advances in the rankings to a lesser extent. Since the difference in average salaries of associate professors across institutions is relatively small, percentile gains in this category should increase rapidly with future annual salary adjustments.

The average 2002-2003 salary increases for comparison institutions (shown by yellow bars in the two following graphs) were obtained from data provided by the Inter-University Council or through direct contact with officials at the institutions. Average salaries (shown by blue bars in the graphs) and rankings for 2000-2001 were obtained from *Academe*.

Comparison of UA 2002–2003 Data for Professors with Other Schools' Available Data for 2001–2002 and 2002–2003 Showing Effects of Merit Raises and Salary Equity Adjustments (Yellow bars show increase over 2001–2002 figures.)



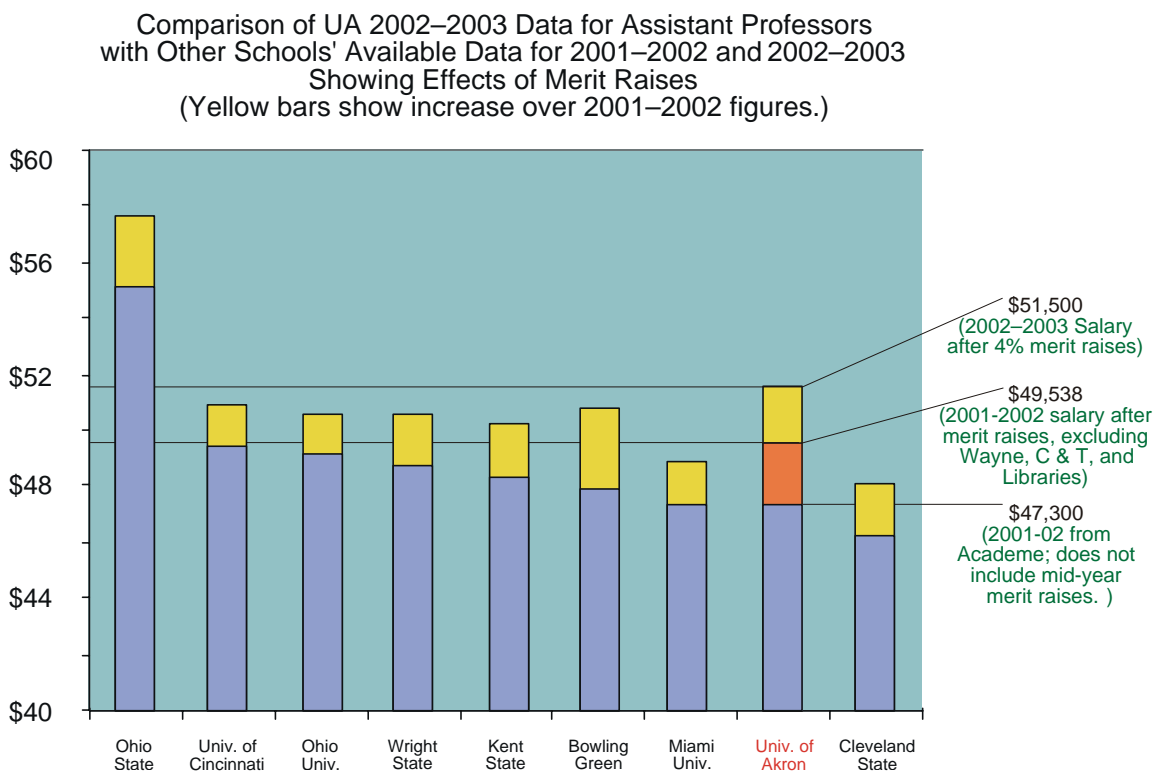
Comparison of UA 2002–2003 Data for Associate Professors with Other Schools' Available Data for 2001–2002 and 2002–2003 Showing Effects of Merit Raises and Salary Equity Adjustments (Yellow bars show increase over 2001–2002 figures.)



The job of the Academic Salary Affairs Task Force is far from done. Once all first-round allocations have taken place, the Task Force will immediately undertake a second round of analyses leading to the allocation of all remaining funds. Any balance remaining from the original \$1.2 million will be allocated during Fall Semester. For the second round and all subsequent allocations, only Track I funds will be made available.

The Academic Salary Affairs Task Force will prepare a plan to guide all subsequent salary adjustments, leading to the goal of elevating our average faculty salaries to the 75<sup>th</sup> percentile among Ohio public universities. The Task Force will consult with deans, department chairs, and the Planning and Budget Committee as it moves forward. Once an approved plan is available, it will be shared with the entire campus community. The Task Force has been asked to provide several models to illustrate the annual salary adjustment allocations that will be needed to reach our goal. These models will anticipate reasonable growth (2%-4%) in average salaries at Ohio benchmark schools. In addition, the Task Force has been asked to work with Human Resources to review existing salary ranges for contract professionals and staff, and recommend ways to ensure that salaries are competitive.

The Task Force will continue to monitor the relative rankings of all professorial categories, including assistant professors. It is important to remember that the Task Force's analyses indicated that compression was most apparent at the full professor and associate professor levels. In fact, when current salary data for assistant professors is compared across Ohio benchmark institutions, assistant professors in the 4-year, degree-granting colleges at The University of Akron already rank at the 75<sup>th</sup> percentile (see following graph). While the salary adjustment process will remain primarily focused on full professors and associate professors until the average salary in both categories reaches the 75<sup>th</sup> percentile, care will be taken to ensure that the average salary of assistant professors does not fall below the 75<sup>th</sup> percentile ranking.



**NOTE:** In this graph, the orange bar shows January 2002 increases, and the yellow bar shows July 2002 increases.  
**SOURCES:** Inter-University Council, direct contact with officials at peer institutions and *Academe*.

Even though detailed updates on the salary adjustment process are being made both here and were made in the [June 20 E-Mail Digest Special Edition](#), many faculty members appear to be unaware of this information. Please share this information with your colleagues and encourage them to read it. Information on the activities of the Task Force is available online at <http://www.uakron.edu/president/asatf/>.