



TO: University of Idaho Faculty
FROM: John Wiencek, Provost and Executive Vice President
DATE: May 23, 2018
SUBJECT: Additional Clarification on Faculty CEC Process

In the past two years, the University of Idaho faculty and staff have developed a new compensation philosophy in collaboration with Human Resources and the Provost's office. The details of the new market-based compensation philosophy were developed by two separate taskforce groups comprised mainly of staff and faculty — one for [staff compensation](#) and the other for [faculty compensation](#). Although there are differences in the details of longevity tables, the core principles of the compensation philosophy, as well as the new nomenclature, are similar.

With the recently enacted Spring CEC process, we have had two pay adjustments this past fiscal year to help move our employee compensation closer to the market averages. I would like to point you to some documents that might help demystify how your salary adjustments were calculated:

- [Target Rate Methodology](#)
- [Philosophy of Faculty Increases FY19](#)
- [FY19 Faculty Salary Table](#)
- [FY19 Faculty Longevity Table](#)
- [FY19 Faculty Market Rate Change over FY18](#)
- [FY18 Faculty Salary Table](#)

This new compensation system has many components and allows for adjustments for four different reasons:

1. "Fixing the floor" is an effort to get all faculty meeting expectations at or above 80 percent of target
2. "Moving towards 100 percent of target" is an effort to move all people below target closer to 100 percent of target
3. "Keeping up with CUPA" is the annual adjustment due to market salary increases to maintain a person at their current target percentage
4. "Performance" is annual adjustments due to superior performance within a given unit.

We have considered all of these adjustments over the last year. This new system allowed us to keep up with 98.6 percent of the increase in market rates for all faculty, give increases to 98 percent of faculty, and ensures that over 99 percent of faculty will be paid at least 80 percent of their target salaries in the coming fiscal year.

If you have questions or concerns about your salary adjustment for this year, please study the links above and meet with your supervisor for more detailed explanation. If they are unable to provide clear information, feel free to move your questions up to the college administration level.

This new system will serve us well over time. It's a new and novel approach. We are all learning about how it works and how we can improve it, but I feel we have already addressed many long-term inequities. We will provide a summary report to the taskforce groups next year and we will continue to improve upon our work.

Best Wishes,
John

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