



University
of Idaho

MARKET-BASED COMPENSATION FOR FACULTY

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PRESENTATION OVERVIEW



-  Salary model history, operation, and philosophy
-  Salary calculation examples
-  FY18 and FY19 raises
-  Vandalweb
-  Upcoming changes for FY20
-  Questions?

GOAL AND TIMELINE



- Fall 2015: President Staben announced the goal to **increase employee salaries to 100% of market (on average) by 2025**, accompanied by a charge to develop and deploy a data-driven, objective, and transparent market-based compensation system
- Feb. 2016: Faculty Senate established the **Staff Compensation Task Force**
- Oct. 2016: Faculty Senate established the **Faculty Compensation Task Force**
- 2016-2017: F-CTF met ~15 times to define UI's institutional peer group (i.e., market), select salary databases, and draft guiding principles

GOAL AND TIMELINE



- January 2018: Mid-year salary adjustments
- July 2018: FY19 CEC salary increases deployed
- 2018-2019: Further system development including:
 - Refinement of compensation model
 - Guidelines for awarding performance raises (FAC project)
 - Evaluation of promotion raise practices
 - Development of Vandalweb portal to view personal salary data

THE MODEL - MARKET SALARY



- I Based on data from CUPA-HR salary survey for all U.S. public and private doctorate-granting institutions (R1, R2, and R3)
- I Alternative data sources are used in isolated cases (e.g., Oklahoma State University survey; Bureau of Labor Statistics)
- I CUPA-HR lists salary data by CIP code, academic rank, and TT/NTT
- I Based on tenure-track, academic year appointments

THE MODEL - MARKET SALARY



- I CUPA-HR dataset updated annually in February for next fiscal year
- I Market salaries are available from the Provost's [website](#) (Faculty Processes – Salary Information)
- I Adjustments to CUPA-HR salaries:
 - Instructor market rates are 65% of Associate Professor
 - Senior Instructor market rates are 70% of Associate Professor
 - Non-tenure track professors are 85% of the market rate for TT professors in the same CIP and rank (will increase to 90% for FY20)

FY19 Market Salaries (selected)

4 DIGIT CIP	CIP CODE	CIP DISCIPLINE	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor	Distinguished Professor
0101	010100	Agricultural Business and Management	65,064.35	70,069.30	85,078.00	100,099.00	121,047.00	121,047.00
0102	010200	Agricultural Mechanization						
0103	010300	Agricultural Production Operations	54,563.60	58,760.80		83,944.00	101,511.20	101,511.20
0108	010800	Agricultural Public Services	43,884.46	47,260.19	65,742.87	67,514.56	100,300.64	100,300.64
0109	010900	Animal Sciences	57,854.55	62,304.90	75,716.00	89,007.00	109,525.00	109,525.00
0110	011000	Food Science and Technology	56,930.90	61,310.20	79,272.00	87,586.00	123,892.00	123,892.00
0111	011100	Plant Sciences	53,994.85	58,148.30	73,439.00	83,069.00	105,421.00	105,421.00
0112	011200	Soil Sciences	54,980.90	59,210.20	72,784.00	84,586.00	107,198.00	107,198.00
0301	030100	Natural Resources Conservation and Research	57,894.20	62,347.60	76,602.00	89,068.00	120,297.00	120,297.00
0302	030200	Natural Resources Management and Policy	56,794.40	61,163.20	79,183.00	87,376.00	107,520.00	107,520.00
0303	030300	Fishing and Fisheries Sciences and Management	51,401.64	55,355.62	74,848.05	79,079.45	115,942.87	115,942.87
0305	030500	Forestry	56,290.65	60,620.70	72,805.00	86,601.00	108,919.00	108,919.00
0306	030600	Wildlife and Wildlands Science and Management	50,994.45	54,917.10	71,104.00	78,453.00	99,826.00	99,826.00
0402	040200	Architecture	57,674.50	62,111.00	72,392.00	88,730.00	115,398.00	115,398.00
0403	040300	City/Urban, Community and Regional Planning	57,829.85	62,278.30	72,062.00	88,969.00	114,990.00	114,990.00
0406	040600	Landscape Architecture	55,943.55	60,246.90	71,738.00	86,067.00	113,134.00	113,134.00
0501	050100	Area Studies	54,759.25	58,971.50	71,839.00	84,245.00	124,831.00	124,831.00
0904	090400	Journalism	55,506.75	59,776.50	69,172.00	85,395.00	110,510.00	110,510.00
0907	090700	Radio, Television, and Digital Communication	51,679.55	55,654.90	66,506.00	79,507.00	116,829.00	116,829.00
0909	090900	Public Relations, Advertising, and Applied Communication	55,287.05	59,539.90	73,938.00	85,057.00	106,988.00	106,988.00
1003	100300	Graphic Communications	53,948.05	58,097.90	68,070.22	82,997.00	111,410.21	111,410.21
1107	110700	Computer Science	70,773.95	76,218.10	94,016.00	108,883.00	134,886.00	134,886.00
1301	130100	Education, General	55,127.15	59,367.70	69,122.00	84,811.00	111,447.00	111,447.00
1303	130300	Curriculum and Instruction	51,347.40	55,297.20	66,845.00	78,996.00	102,832.00	102,832.00
1304	130400	Educational Administration and Supervision	53,898.65	58,044.70	69,094.00	82,921.00	114,016.00	114,016.00
1310	131000	Special Education and Teaching	49,565.75	53,378.50	65,627.00	76,255.00	99,396.00	99,396.00
1311	131100	Student Counseling and Personnel Services	51,324.00	55,272.00	66,203.00	78,960.00	98,274.00	98,274.00
1312	131200	Teacher Education and Professional Development, Specific Levels and Methods	50,128.65	53,984.70	64,771.00	77,121.00	95,092.00	95,092.00
1313	131300	Teacher Education and Professional Development, Specific Subject Areas	51,552.15	55,517.70	67,104.00	79,311.00	106,160.00	106,160.00
1314	131400	Teach English, French as Second/Foreign Lang	46,175.35	49,727.30	61,461.00	71,039.00	105,125.00	105,125.00
1407	140700	Chemical Engineering	69,069.00	74,382.00	92,196.00	106,260.00	148,883.00	148,883.00

THE MODEL – TARGET SALARY



I Target Salaries are based on:

- Market salary for a specific CIP
- Rank
- Longevity (completed years of satisfactory performance in rank)
- Tenure/Non-Tenure Track
- Academic Year/Fiscal Year
- Full-time/Part-time

I Target salaries do not include a performance component

FY19 Longevity Table

Rank Years Completed	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor & Dist. Prof.
0	100.00%	100.00%	90.00%	95.00%	83.00%
1	100.00%	100.00%	90.00%	96.00%	84.00%
2	100.00%	100.00%	90.00%	97.00%	85.00%
3	100.00%	100.00%	100.00%	98.00%	86.00%
4	100.00%	100.00%	100.00%	99.00%	87.00%
5	100.00%	100.00%	100.00%	100.00%	88.00%
6	100.00%	100.00%	100.00%	100.00%	89.00%
7	100.00%	100.00%	100.00%	100.00%	90.00%
8	100.00%	100.00%	100.00%	100.00%	91.00%
9	100.00%	100.00%	100.00%	100.00%	92.00%
10	100.00%	100.00%	100.00%	100.00%	93.00%
11	100.00%	100.00%	100.00%	100.00%	94.00%
12	100.00%	100.00%	100.00%	100.00%	95.00%
13	100.00%	100.00%	100.00%	100.00%	96.00%
14	100.00%	100.00%	100.00%	100.00%	97.00%
15	100.00%	100.00%	100.00%	100.00%	98.00%
16	100.00%	100.00%	100.00%	100.00%	99.00%
17	100.00%	100.00%	100.00%	100.00%	100.00%

LONGEVITY PHILOSOPHY



- I Recruit faculty:** Maximize ability to recruit talent with target salaries that are close to market rate for new assistant professors
- I Retain faculty:** Reward timely career progression:
 - Assistant professors target salaries reach 100% after successful 3rd year review
 - Associate professors target salaries reach 100% after five years of satisfactory performance in rank, coinciding with the first opportunity for consideration for promotion
 - Reward institutional loyalty with steeper longevity progression for full professors until they reach 100% (improved for FY20)
- I Promote faculty:**
 - Mimic salary increases in our current promotion policy
 - Minimize salary compression between ranks



SALARY CALCULATION EXAMPLES

EXAMPLE #1



4 DIGIT CIP	CIP DISCIPLINE	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor	Distinguished Professor
5100	General Health	58,500.00	63,000.00	80,000.00	90,000.00	120,000.00	120,000.00

CIP 5100 "General Health"

Market salary for this rank	Instructor	\$58,500
Longevity	5 years	100%
Tenure-track (TT) or NTT	<i>Not applicable</i>	-
Academic Year (AY) or Fiscal Year (FY)	AY	100%
Full-time (FT) or Part-time (PT)	FT	100%

TARGET SALARY: **\$58,500**

EXAMPLE #2

4 DIGIT CIP	CIP DISCIPLINE	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor	Distinguished Professor
5100	General Health	58,500.00	63,000.00	80,000.00	90,000.00	120,000.00	120,000.00

CIP 5100 "General Health"

Market salary for this rank	Assistant Professor	\$80,000
Longevity	2 years	90%
Tenure-track or NTT	Tenure-track	100%
Academic Year (AY) or Fiscal Year (FY)	AY	100%
Full-time (FT) or Part-time (PT)	FT	100%

TARGET SALARY: \$72,000

EXAMPLE #3

4 DIGIT CIP	CIP DISCIPLINE	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor	Distinguished Professor
5100	General Health	58,500.00	63,000.00	80,000.00	90,000.00	120,000.00	120,000.00

CIP 5100 "General Health"

Market salary for this rank	Associate Professor	\$90,000
Longevity	6 years	100%
Tenure-track or NTT	Tenure-track	100%
Academic Year (AY) or Fiscal Year (FY)	FY	*(11/9)
Full-time (FT) or Part-time (PT)	FT	100%

TARGET SALARY: \$110,000

EXAMPLE #4

4 DIGIT CIP	CIP DISCIPLINE	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor	Distinguished Professor
5100	General Health	58,500.00	63,000.00	80,000.00	90,000.00	120,000.00	120,000.00

CIP 5100 "General Health"

Market salary for this rank	Professor	\$120,000
Longevity	14 years	97%
Tenure-track or NTT	Tenure-track	100%
Academic Year (AY) or Fiscal Year (FY)	AY	100%
Full-time (FT) or Part-time (PT)	FT	100%

TARGET SALARY: \$116,400

EXAMPLE #5

4 DIGIT CIP	CIP DISCIPLINE	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor	Distinguished Professor
5100	General Health	58,500.00	63,000.00	80,000.00	90,000.00	120,000.00	120,000.00

CIP 5100 "General Health"

Market salary for this rank	Senior Instructor	\$63,000
Longevity	4 years	100%
Tenure-track or NTT	<i>Not applicable</i>	-
Academic Year (AY) or Fiscal Year (FY)	AY	100%
Full-time (FT) or Part-time (PT)	PT (.80 FTE)	80%

TARGET SALARY: \$50,400

EXAMPLE #6



4 DIGIT CIP	CIP DISCIPLINE	Instructor	Senior Instructor	Assistant Professor	Associate Professor	Professor	Distinguished Professor
5100	General Health	58,500.00	63,000.00	80,000.00	90,000.00	120,000.00	120,000.00

CIP 5100 "General Health"

Market salary for this rank	Assoc. Research Prof.	\$90,000
Longevity	3 years	98%
Tenure-track or NTT	NTT	85%
Academic Year (AY) or Fiscal Year (FY)	FY	*(11/9)
Full-time (FT) or Part-time (PT)	PT (.75 FTE)	75%

TARGET SALARY: **\$68,722.50**



RAISES DURING 2017-2019

17-18 MID-YEAR SALARY INCREASES



- I Based solely on **target salaries**
- I Increases were given on a sliding scale with larger relative increases going to those furthest behind their target salaries
- I No increases were given to faculty at or above their target salary

18-19 CEC SALARY INCREASES



- I Increases reflected changes in market rates from FY18 to FY19
- I Bring faculty members to a minimum of 80% of their target salary
- I College/Unit decisions:
 - a. Approximately 50% was used for performance-based increases for no more than 1/3rd of faculty
 - b. Approximately 50% was used to address equity/inversion/compression/keeping up with changes in market rates

IMPACT



I January 2018 Mid-Year Salary Increases (FY18)

- On aggregate, the mid-year salary adjustment moved salaries from **89.6%** to **90.8%** of FY18 market rates
- **559** faculty (**65.7%**) received mid-year salary increases

I July 2018 CEC Increases (FY19)

- On aggregate, the CEC increases moved salaries from **90.0%** to **93.3%** of FY19 market rates
- **728** faculty (**87.1%** of faculty) received CEC salary increases



VANDALWEB SALARY INFORMATION

SALARY INFO IN VANDALWEB



I Scheduled to launch **Friday, April 12**

I [VandalWeb](#) > [Employees](#) > [Employee Information](#) > [Target Annual Pay](#)

Employee Information

Banner Employee Profile

Employee Account Center

Use this to view your employee account transactions; if y

Current and Past Job History

Historical information on current and past jobs.

Professional Development & Learning Portal

Employee Training Portal. Located outside of the Emplo;

List of Direct Reports (For Supervisors Only)

Show a list of your direct reports. Supervisor use only.

Target Annual Pay

See how Target Annual Pay is calculated

Salary Agreements

Review and sign your salary agreement/letter.

Patrick Hrdlicka, Position

, Regular Faculty, Professor

As of 03-Apr-2019 14:51

Current Annual Pay

\$

Progress toward Target

%

Target Annual Pay

\$98,888.40

The market rate for a Professor in Chemistry, General (4005) is

\$116,327.00

Longevity: You have 2 years of satisfactory performance at this rank.

85% x 0.85

You are working 100% of full-time.

100% x 1.00

Combining all these factors gives us a calculated target:

\$98,877.95

Adjusting for rounding in Banner, we set your target salary at

\$98,888.40

[Frequently Asked Questions](#)

IMPROVEMENTS FOR FY20



- I The longevity table will improve for full professors so they reach 100% in 11 years rather than 17 years
- I NTT faculty market rates will increase from 85% to 90% of TT rank
- I Market rates will be based on three-year average (plus inflation factor) to smooth out large changes
- I Vandalweb portal will be updated with FY20 data in July 2019

RESOURCES



- I Provost's Website (www.uidaho.edu/provost)
 - FAQ
 - Guidelines, philosophy, etc.
 - Salary tables for market salary by CIP
 - Longevity tables
 - Etc.

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- Sabbatical and Other Leaves +
- Performance Evaluations
- Position Descriptions
- Promotion & Tenure
- Salary Information
- Market-Based Compensation**
- Summer Contract & Salary Agreement
- New Faculty Orientation

Dean of Students

▲ > PROVOST & EVP > FACULTY PROCESSES > SALARY INFORMATION > MARKET-BASED COMPENSATION

Faculty Market-Based Compensation

In Fall 2015 President Staben announced the goal to increase employee salaries to 100% of market (on average) by 2025, accompanied by a charge to develop and deploy a data-driven, objective and transparent market-based compensation system. The Faculty Compensation Task Force was created in October 2016 to develop a salary model. It was first implemented during a mid-year salary adjustment in December 2017 and during the CEC salary increases for FY19.

See the [Market-Based Compensation FAQ \(PDF\)](#) for more information.

Market-Based Compensation Resources

General Information

- Philosophy of Faculty Increases FY19 (PDF)
- Faculty Market-Based Compensation Frequently Asked Questions (PDF)
- Budget Office Salary Guidelines

FY20 Information	+
FY19 Information	+
FY18 Information	+

University of Idaho

QUESTIONS?