

**FACULTY SENATE
FACULTY COMPENSATION COMMITTEE (Norman)
2012-2013 ANNUAL REPORT
SUBMITTED BY NANCY LAGRECA, CHAIR**

Fall 2012-Spring 2013 committee members:

Nancy LaGreca, Chair
Lily Huang
Amy Bradshaw
Lawrence Baines
Alberto Striolo

Fall 2012-Spring 2013 Meeting dates:

September 17, 2012
October 25, 2012
November 16, 2012 (Prof. LaGreca met with Susannah Livingood and Cheryl Jorgenson in Institutional Research (IR))
November 26, 2012
December 3, 2012
February 26, 2013
March 12, 2013
April 14-15 (schedule conflicts; discussed business via email)
May 9-16, 2013 (schedule conflicts; discussed business via email)

Fall business:

In fall 2012, Faculty Senate Chair Michael Bemben charged the committee with following up on previous 2011-12 FCC Chair Kanthasamy Muraleetharan's study, which indicated the efficiency of administrative costs per college *vis-à-vis* the number of faculty members each college manages. Before presenting this report to President Boren, it was determined that further study was necessary to show how the OU efficiency ratios compared to similar efficiency ratios at peer institutions. However, because deans' salaries at specific institutions were not available, the FCC could not create the ratios.

After pursuing a number of different approaches with the support of Susannah Livingood and Cheryl Jorgenson of the Office of Institutional Research and Reporting, Prof. LaGreca reported back to Prof. Bemben that the information required was not available to create a report in a timely fashion, as the FCC would have to request the budget books of each peer institution and recreate the ratios by hand. The FCC determined that, given the gravity of faculty salary compression and inversion, the committee's time would be best spent focusing in this issue. Prof. Bemben approved this change in focus.

Spring business:

On April 16, 2013, the FCC submitted its Report on Compression and Inversion to President Boren, Provost Mergler, Vice President for Financial Affairs Nick Hathaway, and Faculty Senate Chair Michael Bemben. A summary of the report follows and is also available on the Faculty Senate website.

In May 2013, Prof. LaGreca's term as FCC Chair ended and the committee supported the nomination of Prof. Baines to serve as FCC Chair for 2013-14.

Faculty Compensation Committee
Report on Salary Compression and Inversion
University of Oklahoma Norman Campus / Spring 2013

2012-2013 Faculty Compensation Committee Members (FCC):

Lawrence Baines; Instructional Leadership and Academic Curriculum
Amy Bradshaw; Educational Psychology
Jie (Lily) Huang; University Libraries
Nancy LaGreca, Chair; Modern Languages, Literatures, and Linguistics
Alberto Striolo; Chemical, Biological, and Materials Engineering

Respectfully submitted on April 16, 2013 to:

David Boren, President
Nancy Mergler, Vice President and Provost
Nick Hathaway, Vice President for Administrative and Financial Affairs
Michael Bemben, Faculty Senate Chair

Rationale for the study

The absence of university-wide merit raise programs since FY 2007 has caused problems of salary compression and inversion [C&I] for faculty at the ranks of associate and full professor. Faculty Senate Chair Mike Bemben, following up on President Boren's acknowledgment of the problem, charged the FCC with carrying out a study of compression and inversion on the OU Norman campus.¹

Objective

The purpose of this study is to present information on current salary C&I.

Definitions and Calculation of C&I

The FCC focused on compression and inversion by rank and within departments or academic units. Faculty whose salaries are within \$5000 or a 7% increase (a promotion raise) of the highest earning faculty member in the rank below were considered to be *compressed*.² Faculty who earn a lower salary than the highest earning person in the rank below were considered to be *inverted*.³

¹ *Journal of the Faculty Senate* September 12, 2012

² A promotion raise was determined to be the higher of \$5000 or approximately 7% of salary.

³ The method used in the formula on the spreadsheet is the following: Within each department, we identified the highest salary in the lower rank (for comparison 1 this was an assistant professor salary; for comparison 2 it was an associate professor salary). To identify compressed faculty we calculated adjusted salaries for members of the next rank up to account for the promotion raise as follows: for salaries \$0-71,999, salary minus \$5000; for salaries \$72,000-\$94,999, salary minus \$6000; for salaries \$95,000-110,999, salary minus \$7000; for salaries \$111,000 and over, salary minus \$8000. To identify inverted faculty we identified faculty earning less than the highest salary in the lower rank.

Observations and study overview

On the OU Norman campus:

59.8% of Associate Professors are compressed

34.0% of Associate Professors are inverted

42.6% of Professors are compressed

32.5% of Professors are inverted

The problem of compression and inversion [C&I] is more severe in some colleges than in others, as explicated by the chart on pages 2-3. Costs to address the problem have been included.

Recommendation:

Consider prioritizing C&I based upon 1) merit and 2) length of time at rank, rather than providing a uniform across-the-board increase for faculty.

The FCC does not recommend across-the-board compression raises. Some dedicated and productive faculty members earn salaries comparable to (or less than) newly hired Assistant Professors. The FCC recommends prioritizing deserving C&I faculty, including scaling appropriately relative to time at rank.

Further, the FCC requests that correcting C&I be taken into consideration for long-term financial planning.

Compressed and Inverted Faculty
University of Oklahoma Spring 2013

Number of Compressed/Inverted Faculty			Long-Term Goal: Estimate to Address Compression	
Associate Professors Considered	356		Associate Professors	\$2,896,114.74
Associate Professors Compressed	213	60%	Professors	\$4,023,178.72
Associate Professors Compressed and Inverted	121	34%	University Total	\$6,919,293.46
Professors Considered	385			
Professors Compressed	164	43%		
Professors Compressed and Inverted	125	32%		
Total Compressed	377	51%		
Total Compressed and Inverted	246	33%		

College	Faculty Considered		Faculty Compressed		Total	%	Long-Term Goal: Estimate to Address Compression		
	Associates	Professors	Associates	Professors			Associates	Professors	Total
Gen Academic Support	1	0	1	0	1	100%	\$22,478.00	\$0.00	\$22,478.00
International Studies	4	6	3	5	8	80%	\$86,461.64	\$324,038.07	\$410,499.71
Business	14	18	14	7	21	66%	\$701,319.14	\$136,351.26	\$837,670.40
Fine Arts	44	24	24	19	43	63%	\$253,936.54	\$769,528.96	\$1,023,465.50
Journalism	8	11	4	8	12	63%	\$6,438.34	\$141,656.18	\$148,094.52
Atmos & Geographic Science	6	21	4	12	16	59%	\$83,464.51	\$215,990.29	\$299,454.80
Arts and Sciences	184	162	126	66	192	55%	\$1,520,201.42	\$1,335,901.51	\$2,856,102.93
Engineering	29	63	12	31	43	47%	\$55,337.35	\$751,131.37	\$806,468.72
Education	22	22	14	5	19	43%	\$44,318.74	\$106,147.35	\$150,466.09
Architecture	17	5	5	4	9	41%	\$28,330.37	\$87,138.98	\$115,469.35
Earth and Energy	4	19	4	3	7	30%	\$87,743.21	\$81,210.29	\$168,953.50
Honors	4	1	0	1	1	20%	\$0.00	\$34,110.93	\$34,110.93
Provost Direct	4	7	0	2	2	18%	\$0.00	\$2,763.99	\$2,763.99
University Libraries	19	0	1	0	1	5%	\$1,685.48	\$0.00	\$1,685.48
Law	3	23	1	0	1	4%	\$4,400.00	\$0.00	\$4,400.00

Architecture				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Construction Science Div	2	1	50%	\$528.00
Interior Design Div	2	1	50%	\$2,888.50
Arch Division	11	5	45%	\$53,199.96
Regional & City Planning Div	3	1	33%	\$44,969.89
Landscape Arch Div	4	1	25%	\$13,883.00
Arch-Tulsa	1	0	0%	\$0.00
Totals	23	9	39%	\$115,469.35

Arts and Sciences				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
African & Afro-American Studies	1	1	100%	\$183.30
Religious Studies Program	1	1	100%	\$3,630.00
Economics	13	11	85%	\$337,676.82
Human Relations - Tulsa	6	5	83%	\$13,683.02
Biology	26	21	81%	\$660,311.54
Library & Information Studies	5	4	80%	\$29,485.94
Modern Lang/Lit/Ling	19	15	79%	\$193,996.38
Classics	4	3	75%	\$81,502.37
Anthropology	17	12	71%	\$171,739.75
Psychology	16	11	69%	\$86,589.88
Health & Exercise Sciences	3	2	67%	\$14,319.02
Political Science	16	10	63%	\$265,088.25
English	25	15	60%	\$241,646.89
Human Relations	7	4	57%	\$13,849.84
Physics & Astronomy	23	13	57%	\$41,904.67
Microbiology and Plant Biology	16	9	56%	\$173,613.76
Communication	11	6	55%	\$35,564.00
Mathematics	29	15	52%	\$189,573.26
Oklahoma Biological Survey	6	3	50%	\$81,390.10
Chemistry and Biochemistry	21	10	48%	\$129,781.60
History	31	13	42%	\$72,438.51
Social Work	6	2	33%	\$3,049.38
Sociology	16	3	19%	\$10,423.83
Philosophy	11	2	18%	\$3,407.32
History of Science	6	1	17%	\$1,253.50
Native Amer Studies	1	0	0%	\$0.00
Film & Media Studies	2	0	0%	\$0.00
Psychology - Tulsa	2	0	0%	\$0.00
Library & Info Studies Tulsa	2	0	0%	\$0.00
Social Work - Tulsa	4	0	0%	\$0.00
Total	346	192	55%	\$2,856,102.93

Atmospheric & Geographic Sciences				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Geography	8	5	63%	\$91,953.79
Meteorology	19	11	58%	\$207,501.01
Total	27	16	59%	\$299,454.80

International Studies				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
School of Intl Area Studies	10	8	80%	\$410,499.71
Total	10	8	80%	\$410,499.71

Engineering				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Electrical Engineering	19	14	74%	\$370,898.90
Civil Engr. & Environmental Sci.	16	10	63%	\$277,505.00
Chemical, Bio. & Mat. Engr.	15	7	47%	\$65,020.30
Aerospace & Mech. Engr.	17	6	35%	\$37,303.00
ECE TCOM - TULSA	3	1	33%	\$20,409.85
Computer Science	13	3	23%	\$31,322.93
Industrial & Systems Engr.	9	2	22%	\$4,008.74
Total	92	43	47%	\$806,468.72

Journalism				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Journalism & Mass Communicati	19	12	63%	\$148,094.52
Total	19	12	63%	\$148,094.52

General Academic Support				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Provost AC Support	1	1	100%	\$22,478.00
Total	1	1	100%	\$22,478.00

Law				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
College of Law Instrution	26	1	4%	\$4,400.00
Total	26	1	4%	\$4,400.00

Honors				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Honors College	5	1	20%	\$34,110.93
Total	5	1	20%	\$34,110.93

Earth and Energy				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Geology & Geophysics OUF Clrg	1	1	100%	\$38,287.00
Petroleum & Geological Engr	10	3	30%	\$61,187.00
Geology & Geophysics	12	3	25%	\$69,479.50
Total	23	7	30%	\$168,953.50

Business				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Bus Admin Instruction	32	21	66%	\$837,670.40
Total	32	21	66%	\$837,670.40

Provost Direct				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
OK Museum of Natural History	11	2	18%	\$2,763.99
Total	11	2	18%	\$2,763.99

Education				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Educational Psychology	16	8	50%	\$20,916.93
Inst Leadership & AC Cur	11	5	45%	\$17,376.97
Educ Leadership & Policy Stds	12	5	42%	\$61,423.93
Elps Operations - Tulsa	4	1	25%	\$50,748.26
Ilac Operations - Tulsa	1	0	0%	\$0.00
Total	44	19	43%	\$150,466.09

University Libraries				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
OK Museum of Natural History	20	1	5%	\$1,685.48
Total	20	1	5%	\$1,685.48

Fine Arts				
Department	Total Faculty Considered	C/C&I Faculty	%	Long Term Goal: Estimate to Address Compression
Art	13	11	85%	\$191,396.46
Music	39	29	74%	\$819,772.89
Drama	8	2	25%	\$9,281.06
School of Dance	5	1	20%	\$3,015.10
Musical Theater	3	0	0%	\$0.00
Total	68	43	63%	\$1,023,465.50