

**FACULTY SENATE  
FACULTY COMPENSATION COMMITTEE (NORMAN)  
2013-2014 ANNUAL REPORT  
SUBMITTED BY LAWRENCE BAINES, CHAIR**

**2013-2014 Faculty Compensation Committee Members (FCC):**

- Lawrence Baines, Associate Dean for Graduate Studies, College of Education
- Amy Bradshaw, Educational Psychology
- Nancy LaGreca, Modern Languages, Literatures, and Linguistics
- Donna Nelson, Chemistry

In the Faculty Compensation Report from last year (2012-2013), it was noted that university-wide merit raise programs have not occurred since 2007. We are aware that the “best case scenario” from the state legislature in 2013-2014 promises a 0% increase in funding. Given that the budget will be tight this year, and likely in upcoming years as well, the FCC urges strategic financial planning to address salary compression and inversion, based on merit. The worry is that compression and inversion will increasingly lead to faculty flight to higher salaries. Currently, 60% of all associate professors on the Norman campus are either inverted (they make less than faculty in the rank below them) or compressed (they make under \$5000 more than faculty in the rank below them). 43% of all professors are inverted or compressed.

**Recommendations:**

- 1) Consider issues of compression and inversion in short-term planning. The FCC recommends implementing another targeted, modest increase program for 2014-2015 to address compression and inversion, similar to the one carried out in summer 2013.
- 2) Consider compression and inversion in long-term budgeting. The FCC emphasizes the importance of considering the ongoing threat of compression and inversion on faculty quality over the next decade.
- 3) Consider non-monetary incentives that would incur little cost for the university, but could possibly enhance the quality of life for faculty. The Faculty Compensation Committee presented a list of non-monetary suggestions to President Boren at the Executive Faculty Council meeting on April 9, 2014.