

**FACULTY SENATE
FACULTY COMPENSATION COMMITTEE (NORMAN)
2014-2015 ANNUAL REPORT
SUBMITTED BY LAWRENCE BAINES, CHAIR**

2014-2015 Faculty Compensation Committee Members (FCC):

- Lawrence Baines, Associate Dean for Graduate Studies, Rainbolt College of Education
- Marcia Haag, Modern Languages, Literature, and Linguistics
- Molly Murphy, University Libraries
- Juanita Vargas, Rainbolt College of Education
- Samir Barman, Price College of Business

The Faculty Compensation Committee focused upon three goals for the 2014-2015 academic year:

1) Reiterate the need to systematically address issues of inversion and compression, which are particularly acute among Associate Professors

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 only a little more than faculty in the rank below them). 43% of all full professors are inverted or compressed.

2) Raise the salary increment for promotion from Assistant to Associate Professor and from Associate to Full Professor.

A survey revealed that the increment for promotion at OU was the absolute lowest among peer institutions. Some universities, even in states with serious budget issues, have instituted changes in the increment for promotion. For example, this year Kansas State University instituted a change whereby all raises would be at the rate of 15% of the mean of the salaries of the faculty currently at that rank at the university. This 15% raise applies to promotion from Assistant to Associate and from promotion to Associate to Full Professor.

3) Suggest that the administration consider non-monetary incentives for faculty, particularly in times of budget contraction.

The FCC made a proposal that faculty receive a \$100 voucher good for low-attendance sporting events, low-attendance musical events (such as the Sutton Series), and possibly membership to the Huston-Huffman Fitness Center.

Results:

- 1) Inversion and compression=The Central Administration acknowledged that inversion and compression were ongoing problems, but no systematic initiative to address inversion and compression was initiated.
- 2) Salary increment=The Central Administration raised the salary increment for promotion by \$1000 at each level.
- 3) Non-monetary incentives=No acknowledgement of consideration of non-monetary incentives was given.