Allocating Faculty Raises

UW ADVANCE

Fall Quarterly Leadership Workshop

November 17, 2015

AGENDA

10:30 – 10:40	Introductions and Welcome
10:40 – 11:40	Allocating Faculty Raises Panel and Q&A
11:40 – 12:25	Case Studies Discussion
12:25 – 12:30	Conclusion and Evaluations
12:30 – 1:00	Networking Lunch

INTRODUCTIONS & WELCOME

PANEL AND Q&A

Panelists

- Blayne Heckel, Professor and Chair, Physics
- Fahad Khalil, Professor and Chair, Economics

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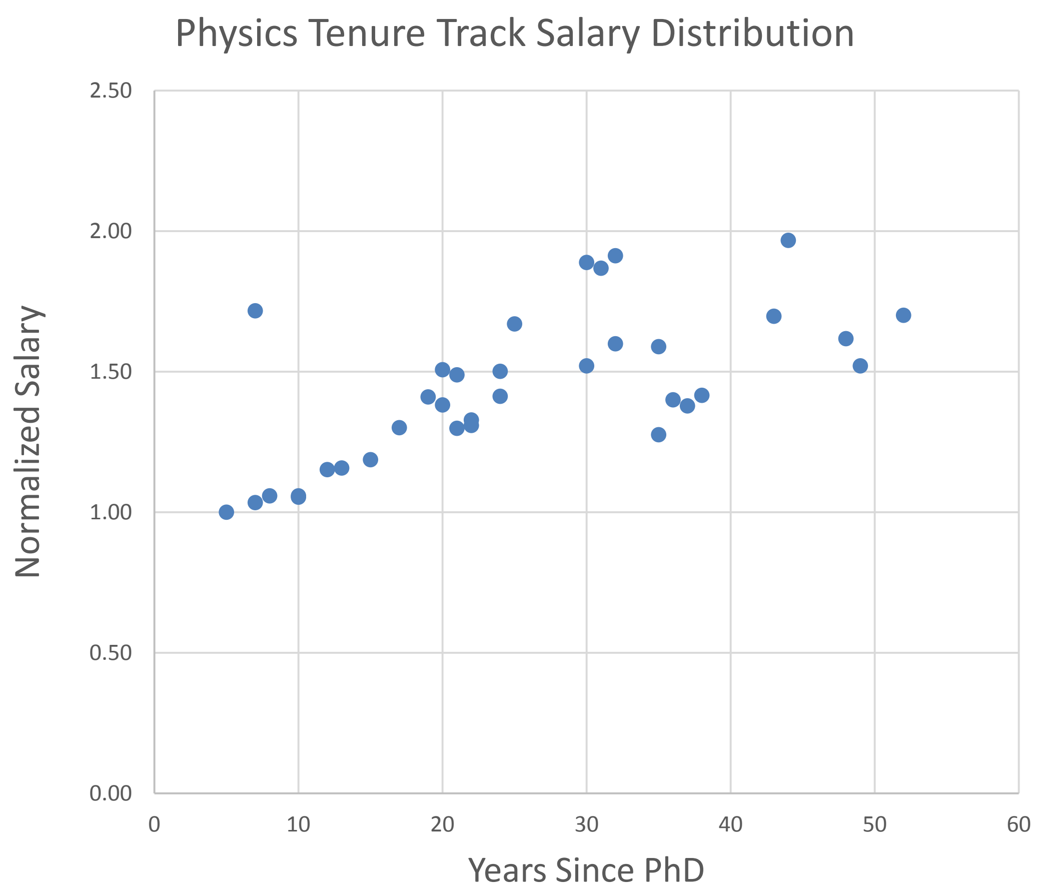
Snapshot of the Physics Department Salary Distribution



- Raise distribution strategy should depend upon the problems that need to be addressed.
- 1.5 = ratio of highest to lowest Full Professor salary. This seems reasonable.
- 1.28 = largest ratio of Full Prof's of comparable merit and seniority. This is an equity issue to be addressed.
- 20% = amount the department lags peer institutions of comparable national ranking. The department agrees that all salaries should increase.

Blayne Heckel

Strategy

Raise pools ≤ 4% (not much leeway to address inequities in any substantial way):

- Each faculty member receives a merit score on a scale of 0 to 5: a score of 2 signifies "meeting expectations" and warrants a "standard merit" salary increase. All scores above 2 are eligible for "additional merit".
- The first 2% is distributed as standard merit.
- The remaining pool is divided by the number of faculty to generate a dollar amount, D, for the average additional merit. (There are separate pools for tenure track and lecture track faculty.)
- Then the Dollar Raise = D x (faculty merit - 2.0) / (average merit – 2.0)

The result is a raise that decreases the percentage salary difference between faculty of comparable merit and seniority (but not the dollar difference). It benefits junior faculty whose salaries are below the department average. There have been no complaints about this approach.

Raise pools > 4%:

- The dept agrees to a fraction of the raise pool that will be set aside for inequity adjustments.
- The remaining pool is distributed as above.
- The set aside amount is then applied on a percentage basis to faculty identified to have salaries the farthest behind their peers of comparable merit and seniority.

Blayne Heckel

Merit Review 2015, Economics

Outline for each year

- Merit discussion typically in Spring term
- Individual materials on Dept intranet – access by rank

- Faculty input
  - Discussion by rank – faculty leave the room when relevant
  - Feedback/review sheets distributed by rank:
    - assessment into three categories; brief comments in some cases
  - No reviews for full professors
- Chair makes final merit allocation given above feedback
  - Not much feedback from faculty afterwards typically

Fahad Khalil

Some Details from 2015

- Consistency with last year
  - Get a rough sense of individual expectations given last year's individual raises
  - Convert 1% for 3% against 2% for 4%
  - Compare individual performances between the two years
- Get a sense of the largest raises feasible
  - The largest individual salaries are also typically the best performers in a year
  - Can easily eat up much of the 1% pool
- Pay attention to extreme cases and differences from last year
  - Need clear arguments in case there is need to discuss
  - Key points should be part of the report to the Dean

CASE STUDIES DISCUSSION

Case Studies

- 3 case studies on allocating faculty raises
- As a table, decide which case studies you wish to discuss
  - 25 minutes for group discussion
  - Write down strategies
- 20 minutes report out and large group discussion

CONCLUSION AND EVALUATIONS

NETWORKING LUNCH