

DRAFT

External Equity Adjustments Fall 2005  
Faculty Senate Salary and Fringe Benefits Committee

**General Concerns**

1. Since research does not necessarily follow a straight line of continuous publication (grants come and go; there are data gathering phases that do not lead immediately to publication, etc.) five consecutive years of full merit is perhaps an unreasonable threshold.
2. Giving the adjustment only to those with five consecutive years of full merit creates an "all or nothing" situation. Faculty who earned four of five years of full merit got the same thing as people who earned full merit in zero of five years: nothing.

**Recommendation:** Either A.) make the full salary adjustment based on 3 or 4 years (not necessarily consecutive years) of full merit out of the last five, or B.) provide full adjustment for 5 years of merit, a 90% adjustment for 4 years, 80% for 3 years.

**Concerns specific to the Colleges**

**For Arts and Sciences:** the calculation used to determine full merit (in which an individual's score is multiplied by a factor based on the department's weighted average) means that roughly half of the faculty will be below full merit in any given year. This makes achieving 5 years of full merit in a row next to impossible, especially in a department of high-achievers.

**Recommendation:** Same as the general recommendation above.

**General Concerns about the Survey**

1. While the group of peer institutions seemed appropriate on the whole, some faculty expressed surprise that UAB and USM were not among those referenced.

**Recommendation:** As the Committee understands the situation, these schools were excluded from the study only because they do not participate fully in the survey from which the information for the study was taken. Including them would mean contacting them directly and requesting the information. While we are aware that this means extra work for the staff preparing the study and that they could meet some resistance from the institutions in question, we believe that it would be worth the effort to include them. UAB and USM are so clearly institutions with which we compare ourselves in a general way that their exclusion from the reference group in this case is really glaring.

**Concerns specific to the Colleges**

**For the Library:** it was not clear who was included. All librarians have faculty status at USA, most with tenure or tenure-accruing. All that were included in this survey were those in reference. There are also technical services and administrative librarians.

**Recommendation:** Clarify the section on librarians of the “USA Faculty Salary Study Summary.”