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Chair: James Madsen; Vice Chair: Dawn Hukai; Secretary: Todd A. Savage; Executive Committee: Stephen Reed, Jennifer Willis-Rivera

To: Dean Van Galen, Chancellor
116 North Hall
University of Wisconsin-River Falls

From: James Madsen, Chair
Faculty Senate
University of Wisconsin-River Falls

February 2, 2011

RE: UWRF Faculty Senate Motion 2010-2011/27

At the February 2, 2011 meeting of University of Wisconsin-River Falls Faculty Senate, motion 2010-2011/27 was passed and it is effective immediately. This motion is forwarded to you for your action.

Motion from the Faculty Compensation Committee (Stephen Olsen, Chair) to approve the Salary Adjustment Plan

Approved ✓

Disapproved

Dean Van Galen
Dean Van Galen, Chancellor

2/7/11
Date

RECEIVED

FEB 07 2011

CHANCELLOR'S OFFICE
UW-RIVER FALLS

UWRF Faculty Salary Adjustment Plan

Implementing UWRF Motion 2009/2010/25 – Section 5

Motion as Originally Passed/Amended

UWRF Faculty Senate Motion 2009/2010/25 bullet 5 states:

5. That beginning with the 2010-2011 academic year, salary adjustments (other than the pay plan percentage increase) for faculty of all ranks will be made on the basis of a model to be determined that would include, but not be limited to, 1) Post Tenure Review; 2) the difference between the faculty member's salary and the salaries of faculty at peer institutions adjusted for academic discipline; and 3) years of service at UWRF. A minimum of \$100,000 shall be allocated to this adjustment fund annually. These monies are separate from the RRF program or its UW System institutional successor. Other compensation adjustment programs currently in existence at UW-RF will continue to exist. This allocation shall continue at least until UWRF faculty (tenured and tenure track) salaries at all ranks reach the average of our peer institutions as determined by the AAUP Faculty Salary Survey. This salary adjustment may be delayed for one year in the event of a significant UW System lapse and only after consultation with the Executive Committee of the Faculty Senate and Faculty Senate.

Guidelines to Implement the Motion:

1. All tenured and tenure-track faculty members at UWRF will be in the initial pool for salary analysis.
2. Distributions are to address disparities between UWRF faculty salaries and those of peer institutions as determined by the College and University Professional Association's (CUPA) National Faculty Salary Survey for Four-Year Institutions (NFSS) and by the AAUP Faculty Salary Survey as stated in UWRF Motion 2009/2010/25 – Section 5.
3. Distributions should be in the \$2,000 to \$5,000 range. Exceptions to grant more than \$5,000 may be made by the Deans' Council in egregious cases.
4. A faculty member receiving a distribution will be eligible for consideration again three years after receiving the distribution.
5. In any given year, each college (CAFES, CAS, CBE, CEPS) will have a minimum of one recipient.
6. The data source for salary analysis will come from the College and University Professional Association's (CUPA) National Faculty Salary Survey for Four-Year Institutions (NFSS). The base for each year will be the academic year that was just completed or the most recent data available from CUPA.
7. Peer Institutions are the schools listed in Table 1 -- ACCRA Cost of Living Index of UW-River Falls Self-Identified Peer Institutions.

Procedure:

1. At the beginning of a new fiscal year, the UWRF Budget Office will prepare a list of all faculty members including:
 - A. Name
 - B. Academic discipline determination (CIP code¹)
 1. The UWRF Budget Office will prepare a list of faculty members by department and a list of majors and the corresponding 4-digit CIP (Classification of Instructional Programs) codes for each major.
 2. The list of all faculty members and the list of 4-digit CIP codes for each major will be sent to the chair of each department and the Dean of each college.
 3. The chair, in consultation with each individual faculty member in his/her department will determine an appropriate CIP code designation for each faculty member. The list of faculty and their corresponding CIP code will then be sent to the appropriate college Dean for review and then to the Provost for approval. The approved list will then be sent to the Budget Office.
 4. When a department or program is not identified specifically in CUPA categories or the member's academic responsibilities may involve multiple disciplines, a comparative discipline/program will be identified by the faculty member and the faculty member's department/program chair and forwarded to the College Dean for recommendation to the Provost for his/her approval.
 - C. Budgeted base salary or nine-month equivalent for the current academic year
 - D. Rank
 - E. Time in rank
 - F. Time at UWRF
 - G. The CUPA median salary for the discipline and rank
 - H. Percent that the faculty member's salary varies from the CUPA median salary.
2. A gap analysis will be conducted based on the percentage of difference between the faculty member's salary and the relevant CUPA median salary by rank within the faculty member's discipline.
3. The Dean of each college will examine the list of faculty in his/her college and prepare a list of potential recipients. The primary factor for preparing the list will be the data driven gap

analysis. In addition, the Dean will consider other factors such as time in rank, years of service at UWRF, post tenure reviews for tenured faculty, renewal reports of probationary faculty, teacher evaluations, service to the University, and other factors consistent with Guideline 2 above.

4. The Deans' Council will meet and agree on which faculty members will be given a salary adjustment and the amount of that adjustment. The University Auditor will attend that meeting.
5. All the money budgeted for this program will be spent each academic year
6. Salary adjustments will be made retroactive to the beginning of the current academic year.
7. The University Auditor will verify that the procedures involved in that year's decision complied with the guidelines and procedure detailed above. In accordance with the University of Wisconsin System Policy, the University Internal Auditor shall have full, free, and unrestricted access to all University records, properties, and personnel used to fulfill the requirements of this procedure. The University Auditor will meet with the chair of faculty senate, the chair of the faculty compensation committee, the Vice Chancellor for Administration and Finance, and the provost to report his/her findings. The University Auditor will prepare a summary written report that will be sent to Faculty Senate that includes the names of the recipients and the amounts awarded.
8. Review Policy. This program will continue until the median salary of all UWRF faculty ranks (tenured and tenure-track) reaches the median salary of our peer institutions.

A review, collaboratively undertaken by the Senate Faculty Compensation Committee and Administration, will be conducted following the second full year of implementation.

This policy may be modified after the second year's salary adjustment distributions following discussion between Administration and Faculty Governance which would provide a recommendation to the Chancellor for his/her decision.

Table 1
ACCRA Cost of Living Index
of
UW-River Falls Self-Identified Peer Institutions

Institution	City	Metropolitan Statistical Area	Cost of Living vs St. Paul, MN
Angelo State University	San Angelo, TX	San Angelo, TX	0.81
Augusta State University	Augusta, GA	Augusta, GA	0.84473
Austin Peay State University	Clarksville, TN	Clarksville, TN	0.78242
California State University-San Marcos	San Marcos, CA	San Diego, CA	1.26055
Cameron University	Lawton, OK	Lawton, OK	0.84038
College of Charleston	Charleston, SC	Charleston, SC	0.88385
Indiana University-Purdue University-Fort Wayne	Fort Wayne, IN	Fort Wayne, IN	0.85861
Midwestern State University	Wichita Falls, TX	Wichita Falls, TX	0.86221
SUNY at Geneseo	Geneseo, NY	Rochester, NY	0.94352
Texas Southern University	Houston, TX	Houston, TX	0.81832
University of Southern Indiana	Evansville, IN	Evansville, IN	0.85667
University of Wisconsin-Eau Claire	Eau Claire, WI	Eau Claire, WI	0.86163
University of Wisconsin-Stevens Point	Stevens Point, WI	Stevens Point, WI	0.88853
Virginia State University	Petersburg, VA	Richmond, VA	0.95518
Washburn University	Topeka, KS	Topeka, KS	0.8152

(ACCRA) American Chamber of Commerce Research Association (*now Council for Community and Economic Research*)

The ACCRA Cost of Living Index is the most reliable source of city-to-city comparisons of key consumer costs. ACCRA COLI data is recognized by the U.S. Census Bureau, US Bureau of Labor Statistics, CNN Money, and the President's Council of Economic Advisors.

ⁱ The purpose of the Classification of Instructional Programs (CIP) is to provide a taxonomic scheme that will support the accurate tracking, assessment, and reporting of fields of study and program completions activity. CIP was originally developed by the U.S. Department of Education's National Center for Education Statistics (NCES) in 1980, with revisions occurring in 1985, 1990, 2000 and 2010. The current edition identifies fifty-four broad instructional categories (2-digit series) and then lists (4-digit series) intermediate groupings of programs that have comparable content and objectives.