



Market Equity Committee Report – College of Education

November 5, 2010

**Members: Deborah L. Floyd (Chair, ELDRM); Dan
Morris (ex-officio); Joan Friedenbergl (CCEI);
Paul Peluso (CE); Dale Williams (CDC);
Lydia Smiley (ESE);
Tina Penhollow (ESHP)
Lorraine Cross (OASS); Joseph Furner (TL)**

[The Committee's Charge]

Implement Article 2.31, Section C, Market Equity Increase –FAU
UFF/BOT Union Contract
(to be distributed by a faculty committee)

\$63,154.00 COE Pool (1% of total base)
+ zero equity monies College of Ed.
\$63,154.00 TOTAL FUNDS 2010

A little history....prior years market equity funds:

- ❖ **\$48,442. in 2006**
- ❖ **\$51,300. in 2005**
- ❖ **\$124,524. in 2004 [larger 2004 pool was due to \$75K extra allocated from COE]**

[Who is eligible?]

- Permanent bargaining unit faculty – 3 *or more years consecutive service*
- 3 year average evaluation is satisfactory or higher (*use annual evaluation scores, not merit scores*)

Market Equity Eligibility Criteria

continued (based on May 1, 2010 salary) -

- If annual evaluation averages (3 years) are **satisfactory** then *salary must be less than 80%* of mean OSU salary survey data
- IF annual evaluation averages (3 years) are **Above satisfactory** then salary must be less than **100%** of mean OSU salary survey data
- If annual evaluations averages (3 years) are **Excellent** then the salary must be less than **120%** of mean OSU salary survey data
Excellent (1); Above Satisfactory (2); Satisfactory (3)

Key Committee Decisions - *ratings*

- Average 3 years of evaluation ratings “overall” (2007-2008; 2008-2009- 2009-2010) and “round” to create a multiplier for the contract salary comparison. (Average available data for those with missing data, minimum of one year needed)

1.00-1.50	Excellent (1)	1.2 multiplier
1.51 -2.50	Above. Sat.(2)	1.0 multiplier
2.51-3.50	Satisfactory (3)	.8 multiplier
Above 3.51	Ineligible	

[Key Decisions – *comparisons and pool*]

- Convert 12 month salaries to 9 month for comparison purposes.
- Compare by rank and OSU discipline (CIP codes).
- Total pool amount is \$63,154.00.
- Allocation based on negotiated union contract language for distribution (same as prior recent years).

Key Decisions – *Distribution*

Formula

- Allocate available Market Equity money proportional to the difference between a faculty member's FAU salary and the evaluation (per contract) adjusted OSU salary.
- Allocate monies based on distribution proportional to the salary deficit as measured by the OSU salary study.

After allocating \$63,154.00... where are we now with equity?

- COE faculty moved from 70.20% of the OSU comparison salaries (evaluation adjusted) to 71.07%. (.87% gain). While helpful, the COE salaries are losing ground in comparison to OSU comparison salaries in 2010.

Historical perspective:

2006 (0.84 % gain) 76.58% to 77.42%

2005 (1.04% gain) 75.88% to 76.92%

2004 (2.52% gain) 75.29% to 77.85% *(The COE faculty 2.52% gain was due to the additional allocation of funds from the COE dean for market equity).*

What recurring salary dollars are needed to bring COE faculty salaries up to the OSU comparison salaries? *(only faculty here for past 3 years)*

- \$2,106,284. – recurring dollars needed to bring faculty up to the evaluation adjusted OSU mean salaries.
- \$1,003,324.- recurring dollars needed to bring COE faculty up to the OSU comparison mean salaries.

[Committee Recommendations]

That the market equity distribution recommended by the 2010 Faculty Market Equity Committee be accepted by the COE Faculty and implemented as soon as possible by administrative officials in charge of salary distributions.

That the COE Dean consider allocation of supplemental monies for market equity every year. No additional COE monies this year meant faculty only made a tiny gain and are falling further behind the OSU comparisons.

That the Florida Atlantic University administration and Board of Trustees demonstrate a stronger commitment to market equity by allocating more monies for market equity every year (more than merely the to the 1% of the base).

That Florida Atlantic University allocate at least the \$1 million recurring dollars required to bring COE faculty salaries to the OSU means (not adjusted for evaluation scores) within the next 3 years.

[And, finally....]

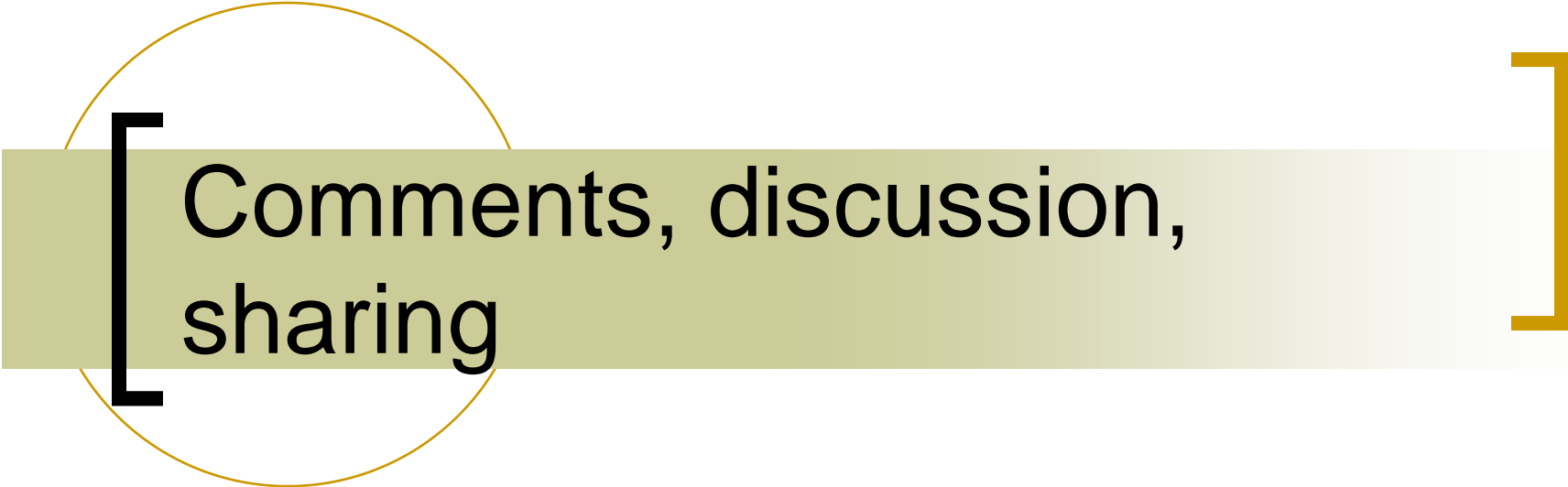
FAU's commitment to faculty salary market equity is especially important given the high cost of living in our service area, the lack of appropriate raises in the past few years, and stated objectives in the FAU *Strategic Plan*:

FAU Strategic Plan GOAL 3, OBJECTIVE 5:

Provide competitive faculty salaries that will assure recruitment and retention of a diverse and highly productive faculty who will contribute to building superior academic programs and research capacity.

Summary Recommendation and Commentary

- While these market equity monies are helpful and appreciated, our analysis of the data shows that these allocated market equity *funds are inadequate* to address salary deficits that are still present. These low salaries are especially disturbing given the high cost of living in South Florida. Thus, we recommend that the Dean and University officials increase allocations of recurring monies to address growing problems of faculty salary market inequities (salary and cost of living).
- Compression and other issues of compensation inequities are also of concern. These concerns were not researched and addressed in this 2010 Market Equity Committee's Report, but these concerns add to the strong case for support of recurring salary dollars.



Comments, discussion,
sharing

*Other recommendations and
issues?*

Where do we go from here?