Tenure/Tenure Track Faculty Market Equity

FY 2021

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Introduction

UTRGV is committed to maintaining equity in faculty salaries by ensuring our current faculty are compensated fairly based on parity with external market salary ranges and by using market data to establish competitive starting rates.

Although a faculty compression study was conducted in 2017 using market data as a benchmark, the **recent change in UTRGV's Carnegie classification to R2: Doctoral Universities – High Research Activity** along with increasing market rates have presented an opportunity for an external market review.

Goals

- To increase faculty salaries to a target market rate that will position UTRGV faculty salaries within rank and discipline with the salary ranges of comparable institutions.

- To review prior methodologies and processes for reviewing faculty salaries and identify areas for improvement to ensure we establish a market equity model that is data-driven, objective, and transparent.

Salary Analysis Definitions

Market Equity – Review of faculty academic rates based on external market parity by academic discipline, rank, and tenure status with peer and/or aspirant institutions.

Internal Equity – Review of faculty academic rates based on internal salary parity by discipline and rank to identify possible issues with compression, inversion, and/or gender equity. This is an ongoing effort.

Merit – For fall 2021, merit allocations followed similar methodologies used in 2019.

Review Process: Data Used

- UTRGV utilizes a national database that provides salary data for all disciplines or a validated discipline-specific database, such as the AACSB International survey, to guide salary determination when hiring TN/TT faculty and for internal and market equity reviews.

- Faculty salary reports provided by the College and University Professional Association for Human Resources (CUPA-HR) derived from participating institution surveys, serve as UTRGV's primary data source for TN/TT faculty salary determination.

- Data submitted through surveys includes, but is not limited to:
  - Institution's Carnegie classification
  - Type (public or private)
  - 9-month academic rate
  - Faculty's discipline 4-Digit CIP Code (Classification of Instructional Programs) codes: a taxonomy of academic disciplines at institutions of higher education in the U.S.) CIP user site (ed.gov)
  - Academic rank
  - Tenure status

Review Process: Data Used

CUPA-HR offers a large dataset of faculty salaries reported by hundreds of institutions across the nation on an annual basis. The datasets include faculty salaries by averages, medians, and by percentiles within discipline and rank. It also includes the number of institutions who reported salaries within each discipline and rank and the number of faculty reported.

Dataset Parameters:

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Focus Institution	The University of Texas Rio Grande Valley
Comparison Group	2020-21 CUPA Faculty info_Doctoral_Higher Res Activity_Public
Group Size	56 Institutions
Year	2020-21
Compare By	Incumbent Salaries
Effective Date of Data	1-Nov-20
Filter Outliers	+/- 2 sigma
Tenure	Tenured/Tenure Track (4 digit)
Rank	All
Highest Degree Attained	Doctoral, Masters, Bachelors, Associates

Review Process: Process Followed

- CUPA-HR Dataset was used to establish comparison to market by discipline and rank
  - Identification of CIP-Codes for each faculty were reviewed by deans for accuracy.
  - For the RCV College of Business and Entrepreneurship, the AACSB survey was used.

- Salary data used to determine increase(s):
  - Merit awards effective 9/1/21 applied to 2020-2021 academic rate (9-month)
  - Market equity increase based on 2020-2021 academic rank matched to 2020-2021 (most recent available) CUPA-HR data for each college/department/discipline/CIP code
  - Promotions effective 9/1/21 applied to 2021-2022 academic rate (9-month)

- Modeled different percentiles comparing faculty salaries to CUPA-HR data to establish a target that was both fair and attainable with budget availability.

Review Process: Process Followed

During the month of June, the Provost's Office in collaboration with HR and the Office of Planning & Analysis met with each college dean to present data for all TN/TT faculty salaries with a market comparison using CUPA-HR. The snapshot to the right is an example of a graphic from the presentations that provided the deans information for each faculty's salary compared to market ranges for their specific discipline and rank.
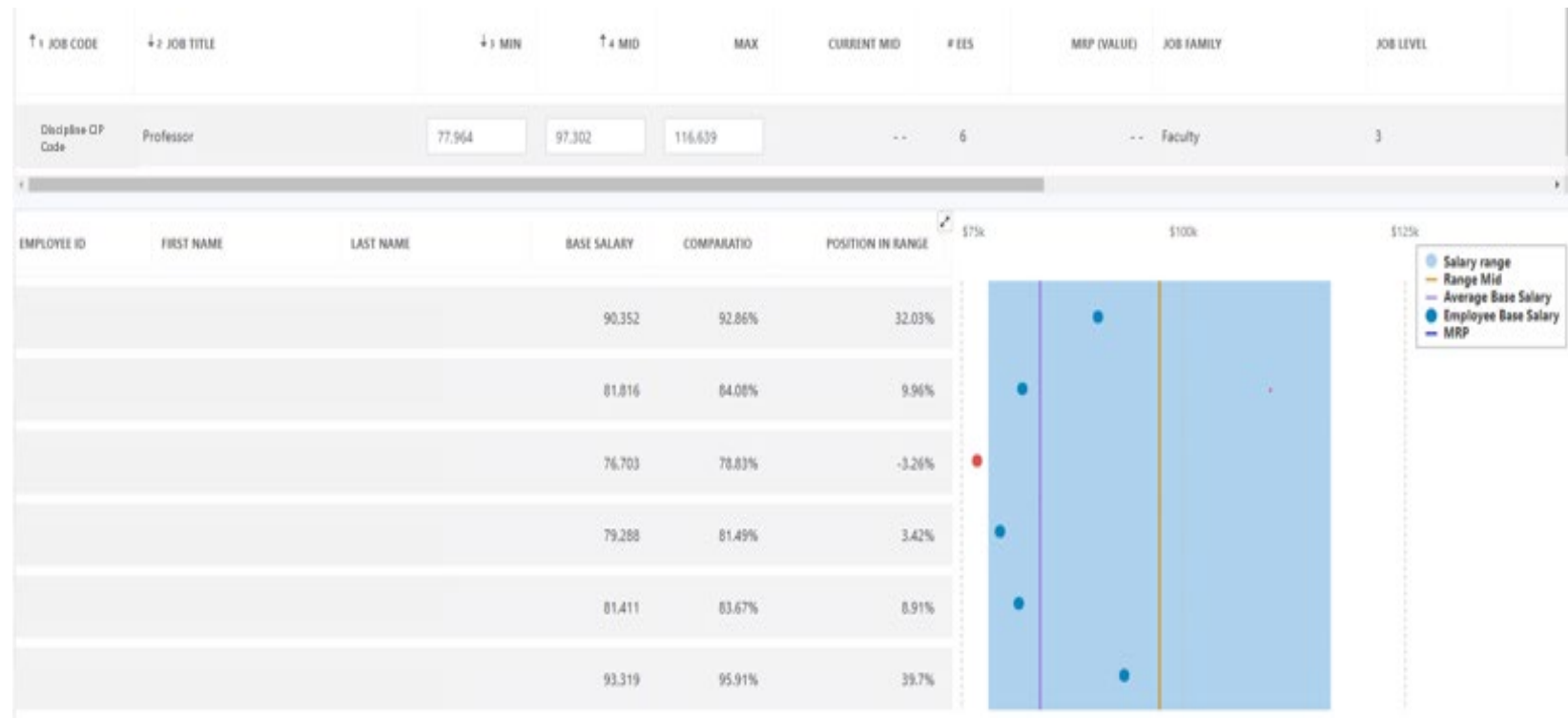
Visualization of data provided by PayFactors, a tool used to create dashboards of data and graphics.

Review Process: Participants

During the month of June, a faculty Compensation Task Force was established to:

- Review current process and methodology for use of market data.
- Identify missing variables and recommend methodology for future use.
- Develop a communication plan to inform faculty of the methodology and recommendations for future cycles.

Faculty representatives were recommended by Faculty Senate and the Women's Faculty Network.

To provide context on current methodology and data sources, the task force also included representatives from Human Resources, Office of the Provost, and the Office of Planning and Analysis.

Meetings were held on a weekly basis between June 30 and July 28.

Compensation Task Force:
- Vejoya Viren
- Michiyo Hirai
- Thuy Vu
- Jonathan Guist
- Karl Berg
- Jorge Gonzalez
- Carol Pool
- John Luna
- Lin Jiang

Review Process: Eligibility

To be eligible, faculty must:

- hold an active faculty assignment in a full-time, permanent tenured or tenure-track position with a start date prior to 9/1/21;
- have completed their annual outside activities and interest disclosure and required compliance trainings required through UTRGV;
- have an evaluation with an overall rating of Meets or Exceeds Expectations for the 2020-2021 academic year;
- have an academic rate below the target market rate for the specific rank and discipline;
- not have a formal disciplinary action in their faculty file since September 1, 2020.

Review Process: Timeline

March to May

June

July

August

Sept.

Faculty and market data gathered and uploaded to PayFactors.
Prepared presentations to Deans.

Presentations to Deans.
CIP Code review by Deans.
Review of internal equity cases by Deans.

Faculty Compensation Task Force convenes.
Rerun data with newest CUPA-HR 2020-21 data available and latest salary roster.

Run model at target market rate.
Review eligibility requirements.
Finalize recommendation.
Process Increases.

Adjusted salaries effective September 1.
Issue individual letters to faculty by September 17.
Process Payroll to reflect increases on October 1 paycheck.

Outcome

As a result of the outlined process, a market increase to the 25th percentile was achieved based on impact and budget availability.

- Number of Faculty Reviewed: 633
- Total Number of Increases: 225

Letters detailing each faculty member's 25th percentile target and any applicable increases will be sent beginning September 15, 2021.

Next Steps

UTRGV is committed to remaining competitive.

We are pleased that after this effort, our TN/TT faculty are within the ranges based on the market data for other institutions with the Carnegie classification of R2: Doctoral Universities – High Research Activity.

The continued efforts of all of us will allow for future cycles of merit and equity (to be determined at next budget cycle).

UTRGV remains committed to addressing internal equity issues identified related to salary inversion, compression, and/or gender equity.

Questions / Contact Information

Compensation Team:

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