**Theatre Arts – EQUITY increase policy and criteria**

May 27, 2014

Following recommendations from the Provost’s Memo of Understanding with United Academics, and CAS Dean’s guidelines, Equity increases will address salary compression or inversion for Tenure Track Faculty, each of whom is eligible regardless of appointment or FTE:

**Salary compression** is defined as the condition in which the range of salaries among full-time faculty at the same academic rank does not vary appropriately in relation to years of relevant service and/or possession of a terminal degree. **Salary inversion** is defined as the condition in which a faculty member who has less years of relevant service or who holds a lower academic rank is earning a higher salary than a faculty member who has more relevant service and/or who holds a higher academic rank.

Inversion or compression in comparison with others in the same or in other similar departments must be demonstrated in order for an equity increase to be approved.

In general, faculty with demonstrably similar equity cases within departments should receive similar equity adjustments. Department heads will document, justify, and forward all decisions including their recommendations for equity increases to the deans for approval.

Equity adjustments may only be given to tenure track faculty who, in their most recent merit evaluations, have met or exceed expectations in at least two of the three categories of research, teaching, or service. Equity should be applied prior to any new merit increase or evaluation.

Equity adjustments are only for addressing TTF inversion and compression within the department . Equity adjustments therefore may *not* be based on external market comparators and will not address pay differences due to other factors that are not related to equity, in particular accumulation of past merit decisions or teaching awards.

Equity raises should be distributed to a limited number of the members in the unit – unless it can be demonstrated that all members of a unit are at the appropriate pay level for rank and years-in-rank. Developing a list of faculty by rank and date of hire is a necessary starting point for making such evaluations.

All equity adjustments must be in dollar amounts (not percent of salary).

Faculty will be informed of their raises by the Department Head after approval from the office of Academic Affairs. The Department Head will keep record of justifcation and will forward these to the CAS Dean’s office, to allow for appropriate follow up or review.

**Criteria for Addressing Equity Adjustments in Theatre Arts**

The Department Head will monitor salary compression by studying a current list of tenure-track faculty by rank and date of hire, as well as the history of base rate salaries at hire and length of service in current rank.

To identify compression, the Department Head will compare faculty base rates within the same rank. Faculty of the same rank but with demonstrably more years of service (particularly years of service at their current rank) will be awarded equity adjustments which correlate the difference in years of service to a dollar amount. The dollar amount will be determined by what the department receives in total allocation, proportionately divided by comparative years in service among the number of compression cases in each rank.

To identify potential for inversion, the Department Head will consider how an expected 8% tenure and promotion increase would affect the salaries of recently hired assistant-rank faculty salaries and how this could affect compression at the associate rank in future. Equity increases in cases of inversion will be determined after consultation with the Dean and/or Associate Dean. Inversion conditions will be given priority over compression adjustments.

There are a number of sources of salary inequity (either compression or inversion) that may be addressed with equity adjustments. Examples include:

**a)** **Market wage rates moving faster than internal wage adjustments.**

For example, Professor A is hired two years later than Professor B during a time when market forces are pushing assistant professor salaries up rapidly. A and B have had similar merit ratings over the years. Thus, even though B has more years of service, B’s salary is considerably lower than A’s.

**b) Retention offers.** Professors A and B are hired at the same level of seniority, but A has had an outside offer and received a significant retention raise.

**c) Changes to automatic promotion raises.** Full Professor A is one year senior to Full Professor B and received a raise for a successful sixth-year post-tenure review. Professor B received twice as much of the next year because prescribed pay raise amounts had been adjusted.