### Guidelines of Faculty Compensation

Identify which one(s) of the following is the basis for the department Faculty equity review.

- a. Compression within rank
- b. Compression between ranks
- c. Inversion within rank
- d. Inversion between ranks
- e. Other internal equity issues
- f. None

### Factors to Consider when Evaluating Compensation Data

1. Highest degree held
2. Years in rank at EKU
3. Years at EKU
4. Applicable Professional Experience prior to EKU
5. Discipline or Subfield

### Actively Employed Eligible Faculty

<table>
<thead>
<tr>
<th>Eligible Faculty ID Number</th>
<th>Guideline(s) Identified</th>
<th>Factor(s) Considered</th>
<th>Brief Explanation of Factors Considered*</th>
<th>IPEP Review Group Comments on Explanation of Factors Considered</th>
<th>Dean/Chair Recommendations for Adjustment</th>
<th>Y/N</th>
<th>IPEP Review Group Recommendations for Adjustment</th>
<th>Y/N</th>
<th>Dean/Chair Compensation Amount or Goal Recommendations</th>
<th>IPEP Review Group Compensation Amount or Goal Recommendations</th>
<th>Final Joint Recommendations</th>
</tr>
</thead>
</table>

* Could attach an additional sheet, if necessary.

**Chair Signature**

**Dean Signature**

**IPEP Review Committee Representative Signature**

Date

Date

Date