

## Faculty IPEP FAQ

### *1.) Were faculty involved in the design and review of the Faculty IPEP?*

Yes. A Faculty Compensation Advisory Group was selected by the President to develop the Faculty IPEP. This Advisory Group met multiple times over a period of several months in order to develop this plan; discussed numerous options; and sought input from the Dean's Council. The Faculty Compensation Advisory Group was co-chaired by Dr. Sheila Pressley, Associate Professor/EHS Coordinator, Environmental Health Science (Chair of Faculty Senate) and Dr. Lynnette Noblitt, Chair/Professor, Government (Chair of Chairs of Association) and included Dr. Deborah Givens, Assistant Professor, Communication/Journalism; Dr. Ismail El-Amouri, Associate Professor, Medical Laboratory Science; Dr. Kevin Jones, Assistant Reference Librarian; Dr. Amanda Lewis, Assistant Professor, Health Services Administration; Dr. Michael Martin, Professor, Curriculum & Instruction; Ms. Meagan Murray, Research Analyst, Institutional Research; Dr. Theresa (Teri) Nowak, Associate Professor, Psychology; Dr. Tracy Spigelman, Assistant Professor, Exercise & Sport Science; Ms. Stacey Street, Interim Executive Director Institutional Effectiveness & Research; Dr. Tanea Reed, Assistant Professor, Chemistry; Dr. Sherry Robinson, Executive Assistant to the Provost, and Dr. James Wells, Professor, Criminal Justice & Police Studies.

### *2.) Why is the University not looking at both internal and market (CUPA) equity issues simultaneously? Does the university plan to review external equity issues as well?*

The University recognizes that salary equity issues are complex and often require multiple approaches to fix issues of inequity. Because internal inequity issues often have the most insidious effect on faculty and organizational morale, we have chosen to focus initially on internal issues of compression and inversion. As President Benson acknowledged in his October 11<sup>th</sup> memo, the current IPEP plans for faculty and staff are a first step in a multi-year process. There are currently not sufficient funds available to correct all compensation inequities at this time. The University will need to take an incremental approach. The University will address issues related to external equity and market factors in subsequent years. The University is committed to full resolution of this issue.

### *3.) If an individual faculty member's salary is already at or above national salary levels when compared to peer institutions (defined by CUPA or equivalent), will these individual faculty members still be eligible for internal equity adjustments?*

The first step of this multi-year compensation equity program will address only the most egregious internal compensation inequity issues. Although all faculty members' compensation will be reviewed and all internal inequity issues will be identified, only the most egregious will receive salary adjustments during this step. Since there will likely be

insufficient funds to correct all faculty internal inequity, faculty compensated above national salary levels will be ranked low priority and not given internal adjustments during this phase of the plan.

*4.) Will the Faculty IPEP recognize a faculty member's lack of productivity in determining if a faculty member should/should not receive an equity adjustment?*

Yes. For purposes of the Faculty IPEP, lack of productivity could be used as an explanation under Factor 2 (Years in Rank at EKU) and/or Factor 3 (Years at EKU) as to why a faculty member's salary is at a certain level. The entire definition of lack of productivity is as follows:

*"Lack of Productivity"* is evaluated based upon a pattern of deficiencies by a faculty member as documented by annual evaluations, merit evaluations, or other similar department-approved and utilized methodology used to determine deficiency. In the absence of documentation, deficiency may not be considered. A "deficiency" (or similar term defining lack of productivity) must be defined by a college-approved procedure, adopted prior to January 1, 2014 and has been communicated to a faculty member in writing in some other form prior to January 1, 2014. A "pattern" of deficiencies is defined as two (2) or more years of deficient ratings during academic years 2008-2014. For purposes of the Faculty IPEP, lack of productivity could be used as an explanation under Factor 2 (Years in Rank at EKU) and/or Factor 3 (Years at EKU) as to why a faculty member's salary is at a certain level. Productivity is not defined as, and should not be used as, a factor to reward exemplary faculty productivity; exemplary faculty productivity will be addressed via the merit process. See Attachment 1 Faculty IPEP Program Document.

*5.) What data will be provided to assist in making decisions concerning the Faculty IPEP?*

To ensure that all Eligible Faculty are included in the review, each Chair will receive tables and scatterplots of internal compensation data for all Actively Employed Eligible Faculty in the department. Base salary will be plotted against time in rank at EKU. In departments with any faculty rank with three or more members a simple linear regression trendline and indication of standard error will be provided to facilitate exploration of the data. The trendlines are for exploratory purposes only and are not intended to explain all factors accounting for faculty salaries. Do not give the linear regressions the weight of experimental statistics. Chairs, Deans, and the IPEP Review Group are expected to bring their considerable expertise to bear on their understanding of the salary data.