FACULTY AND STAFF MARKET-BASED COMPENSATION

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November 13, 2023
APLU, Seattle, WA
ABOUT THE UNIVERSITY OF IDAHO

• State land-grant institution with the main campus in Moscow. Has three campus centers, multiple extension and research sites in 42 of the 44 counties in Idaho and a field campus/research station surrounded by 2.39 million acres of wilderness

• Enrollment of 11,507 students

• 2223 full-time employees throughout the state; 795 faculty (576 academic year faculty; 219 fiscal year faculty).

• Right-to-work state (although faculty have an association through AFT)

• Market-based system sets a floor for faculty and staff compensation and a way to address concerns about fluctuations in the market through annual review of salary relative to target and market salaries.
In fall 2015, then-President Staben announced the goal to increase employee salaries to 100 percent of market (on average) by 2025, accompanied by a charge to develop and deploy a data-driven, objective and transparent market-based compensation system.

The Faculty Compensation Task Force was created in October 2016 to develop a salary model. It was first implemented during a mid-year salary adjustment in December 2017 and during the salary increases for FY19.

The market-based compensation system for staff was created in 2016 and 2017 and implemented on Dec. 31, 2017.

U of I uses salary from the following surveys:


- The College and University Professional Association (CUPA). The CUPA data is based on both regional and national data for institutions with the same Carnegie designation (R2, Higher Research Activity) as the U of I. (We have R1 aspirations).
The market rate is the average salary reported in the reference database for a specific CIP/rank combination within UI’s institutional salary comparison group. The target salary is calculated by

- Academic rank
- CIP code
- Tenure status
- Market rate for CIP/Rank combination
- Academic vs fiscal year appointments
- Full time vs part time appointment
- Longevity

https://www.uidaho.edu/provost/faculty/salary/mbc
STAFF MARKET-BASED COMPENSATION

- Sampled all industries, weighted average of regional states, used primarily for positions not specific to higher education.

- Articulated new Job Families to reflect the range of duties as well as the level of complexity and expertise required.

- Provide credits for higher levels of education, prior equivalent experience, time in service to the University, and time in the position.

- System works to address equity issues; again, reviewed annually for base level salary (at least 80% of the target salary).

https://www.uidaho.edu/human-resources/classification-and-compensation/compensation
HOW IT STARTED

• In 2015, U of I had an opaque salary setting process.

• At that time, we had 793 faculty and 121 faculty earned less than 80% of their target salary.

• We even had a faculty member at 50% of their target salary and some at 60% of their target salaries.

HOW IT’S GOING

• In FY 24, staff were on average at 94% of their target salaries.

• In FY 24, faculty were on average at 96% of their target salaries.

• In this salary round, 82% of staff and 18% of faculty were brought up to 80% of their target salaries. Most of the pay equity issues have occurred for staff positions.

• U of I’s annual Change in Compensation (CEC) process allows for adjustments in salary (get people to at least 80% of their target salary, provide eligible employees across the board increases and then adjustments by merit or promotion and tenure increases.)
Questions?
Contact me at dkr@uidaho.edu

THANK YOU!
Access the slides here: