

VALDOSTA STATE UNIVERSITY

Faculty Salary Model Frequently Asked Questions (updated as of 5/5/06)

1. Why develop a salary model?
The goal was to develop a statistically sound, research-based model that considers salaries across the University, Colleges, and disciplines. This model creates a salary database with comparative information that can be updated annually. It represents an important initiative that focuses on successful faculty recruitment and retention.
2. How does the model work?
The model contains three components. These components represent three distinct and important ways to look at faculty salaries. (1) First, the model compares a faculty member's salary with the mean (average) salary for faculty in the same rank and discipline at peer institutions nationally. This is the External Market comparison. (2) Then, the model compares a faculty member's salary with the average salary for other VSU faculty with similar characteristics (rank, discipline, tenure, highest degree, years at VSU) to see if the salary is significantly lower than expected. This is the Internal Equity component. (3) Finally, the model compares salaries for individuals who have experience at VSU with the average for similar senior faculty at VSU to see if the salary is significantly lower than expected. This is the Compression component.
3. Who is included in the model?
All full-time regular and full-time temporary faculty members. This includes the ranks of Professor, Associate Professor, Assistant Professor, and Instructor.
4. What is the source of the national data used for the External Market comparison?
The source of data by academic rank and discipline is the national salary survey conducted annually by the College and University Professional Association for Human Resources (CUPA-HR). The data used for this analysis represent 2005-06 salaries. VSU salaries used in the analysis are based on January 1, 2006 to include the most recent merit increase.
5. How is academic discipline determined?
Discipline is related to the primary academic degree program in which the faculty member teaches based on programs approved for VSU by the USG Board of Regents.
6. What is long-term percentage goal for the External Market Component?
Over time, the ultimate goal is for each full-time faculty member to reach 100% of the External Market average.
7. Is the Internal Equity analysis based on a multiple regression equation to derive the salary estimates? If so, how robust is the resulting equation that produced the salary estimates?
Yes. The overall regression equation for VSU as a whole accounts for 82% of the variance in salaries. This is a very robust model. The equations for individual Colleges also are quite robust. The percentage of explained variance ranges from a high of 89% to a low of 68%.
8. What if an employee is below the CUPA-HR average but is at or above the internal salary range or vice versa? Do these offset? Is one weighted more than the other?
The model involves several steps. First, the External Market analysis compares an individual's salary to the appropriate CUPA-HR average salary for the rank and discipline. If the results of the External Market analysis indicate that the individual's salary is below the appropriate average, the ultimate goal will be to increase that salary to the average, without regard to the results of the Internal Equity analysis. Then, we look at the Internal Equity analysis. If the salary is still low

on this component after making the adjustment for External Market, then it would be reviewed for further adjustment to reach the Internal Equity range.

If, on the other hand, the individual is at or above 100% of the CUPA-HR average, we would still look at the results of the Internal Equity analysis. If the salary is low on this component, it would be reviewed for an adjustment to reach the Internal Equity range.

Although this occurs in steps, one component is not weighted more than the other.

9. When will this process initially be implemented?
Implementation of this model will necessarily occur in phases, depending upon the final budget allocation from the state and the results of the staff salary study. We hope to implement Phase One beginning in January 2007.
10. How long will it take to fully implement the salary model?
It will take at least three years (depending upon budgets and the outcome of the staff salary study) to achieve the desired outcome of 100% of the External Market average. We will continue work over the summer to identify what percentage of the goal can be attained during the coming fiscal year.
11. When will faculty members receive their individual reports?
Individual faculty members will receive confidential, individualized reports this Fall. This salary analysis will include the faculty member's 9/10 month salary, the CUPA-HR average salary, salary as a percentage of the CUPA-HR average, and specific information about the implementation of Phase One.
12. Where can I review the presentation given to Faculty Senate?
To review the slides from the presentation given to Faculty Senate, please refer to the following link: <http://www.valdosta.edu/vsu/facsen/Minutes/>. If you have questions about any of the information contained in these slides, please feel free to contact Dr. Marsha Krotseng at 245-6517 or krotseng@valdosta.edu.
13. Do the hypothetical cases shown in the presentation represent real faculty at VSU?
No! For example, the 90% used in Hypothetical Case #1 was there for discussion purposes only to illustrate how the model would work. As stated above, we have not finalized the percentage that will be used for Phase One. That will depend upon budgets and on the amount of funding that is identified during the staff salary study.
14. What are the 103 other institutions used for the External Market comparison?
They are listed on the website at: http://www.valdosta.edu/sra/presentations/FSM_Peers.html. This is a national group, representing all public, Master's I, non-collective bargaining institutions that reported faculty salary data to CUPA-HR for 2005-06.
15. Why was Georgia Southern not included on our list of in-state peers in the External Market comparison?
Georgia Southern did not respond to the CUPA-HR faculty salary survey this year so the data were not in the national database. This could change next year, and if they respond, we definitely will include Georgia Southern in the peer group along with the others.
16. What if my discipline has its own salary survey?
The annual CUPA-HR salary survey is used to be fair and consistent across all disciplines. This ensures that all comparisons are based on the same set of peer institutions.
17. What about Merit?
Merit funds remain in a separate pool for allocation. As discussed with deans, department heads, and Faculty Senate, merit evaluations will become part of the Salary Model after three years.

18. How will merit be measured and incorporated into the Salary Model?

The merit evaluations referenced above will be based on the activity report/evaluation form that is currently being developed by the Faculty Evaluation Task Force. Once that document has been finalized, we will be able to determine the approach that will be used to incorporate the merit evaluation into the model. This is part of the on-going evolution of the model, and we will keep you apprised as more specifics are available.

19. Where is “Years of Higher Education Experience before VSU” obtained, and how is it calculated?

This information comes from the individual faculty member files housed in the office of the Vice President for Academic Affairs. The value is based on full-time administrative or teaching experience at a college or university. Part-time adjunct experience is not included. Full-time adjunct experience must be documented as full-time in the faculty member’s file in order to be counted. Faculty are currently being asked to verify this figure.

20. Where is “Administrative Experience at VSU” obtained, and how is it determined?

This information comes from the individual faculty member files housed in the office of the Vice President for Academic Affairs. This variable is either **yes** or **no** and is based on performance of regularly assigned administrative duties at the level of academic program director, department head, or dean. Interim and acting administrative appointments are not included. Faculty are currently being asked to verify this figure.

21. Where should I direct further questions?

Please direct further questions to Dr. Marsha Krotseng, and she will be in touch with you.