

12-3-2024 FACULTY SENATE RESOLUTION

REQUEST FOR ANNUAL FACULTY SALARY ANALYSIS

WHEREAS Chancellor King has called compensation on our campus a crisis;

WHEREAS faculty have indicated in surveys that addressing compensation is their number one priority;

WHEREAS in February of 2023 members of the Faculty Compensation Committee unanimously approved a request for the administration to carry out a salary analysis using CUPA data (see Attachment 1 below);

WHEREAS the Faculty Compensation Committee requested the use of CUPA data because over 1,300 institutions participate in CUPA and data is available for 260,000 full-time faculty, which according to the College and University Professional Association for Human Resources is collected by tenure status, rank, years in rank, discipline (by IPEDS CIP code), salary, highest degree attained, gender, race/ethnicity, and age;

WHEREAS CUPA data is an objective industry-wide standard utilized by many universities to carry out salary analyses, including other regional comprehensives within the Universities of Wisconsin;

WHEREAS a salary analysis using CUPA data can provide a benchmark to peer institutions;

WHEREAS a salary analysis using CUPA data will result in a salary market comparison rate for each faculty member at UW-Whitewater that will identify any discrepancies between a faculty member's salary and their market value;

WHEREAS a salary analysis can be used to quantify compensation concerns beyond market value such as compression and potential disparities that may exist by gender or race;

WHEREAS a one-time analysis is insufficient for addressing long-standing compensation problems, thereby necessitating that this salary analysis be performed regularly;

THEREFORE, BE IT RESOLVED that the Faculty Senate Executive Committee acting on behalf of the Faculty Senate formally requests that the administration commit to carrying out an annual salary analysis using CUPA data, the results of which are to be shared with faculty each year;

BE IT FURTHER RESOLVED that colleges or departments may request that supplemental information be included, such as from their accrediting bodies, to provide additional context for this salary analysis;

BE IT FURTHER RESOLVED that this analysis shall provide a market value for each individual faculty member and shall include analysis of key compensation concerns identified by the Faculty Compensation Committee such as compression and identification of any racial or gender disparities;

BE IT FURTHER RESOLVED that the administration should purchase the data access necessary for completing this salary analysis, such as CUPA-HR's DataOnDemand (<https://www.cupahr.org/surveys/dataondemand/>);

BE IT FURTHER RESOLVED that the administration should consult with the Faculty Senate Executive Committee on the methodology of the salary analysis prior to the analysis being initiated.

ATTACHMENT 1

From: Ralston, Jonah J <ralstonj@uww.edu>
Sent: Tuesday, February 14, 2023 3:56 PM
To: Chenoweth, John D <chenowej@uww.edu>
Cc: Hartwick, James <hartwiczj@uww.edu>; LAUER, JESSICA <lauerj@uww.edu>; Parys, Jodie <parysj@uww.edu>; Zakaria, Rimi <zakariar@uww.edu>
Subject: CUPA Codes Request

Dear Chancellor Chenoweth,

Thank you for meeting with us last month. The Faculty Compensation Committee met last week and during that meeting the committee unanimously approved a recommendation for the administration to begin obtaining CUPA codes for UW-Whitewater faculty in order to carry out a salary analysis. Therefore, our committee is formally requesting that the administration commit to carrying out a salary analysis of our faculty to identify concerns about equity and compression, not unlike what other universities in the UW System routinely do (e.g.

<https://facstaff.provost.wisc.edu/compression-and-equity-policies/>), with the first step of this salary analysis being to obtain CUPA codes for each individual faculty member (colleges and universities across the country use CUPA data for analysis of their faculty salaries – we are happy to provide examples if that would be helpful).

We recommend that this task initially be carried out by department chairs. We are OK with a process that allows for individuals to appeal their designation, and we are also OK with colleges or departments including supplemental data from their accrediting bodies, but we want to ensure that the end result for this first step of the process is a CUPA code designation for every faculty member. Having this information will allow the administration to carry out a standardized and objective analysis. We appreciate your attention to this request. We left our meeting believing we had a mutual understanding that this request would be approved, but please let us know if you have any questions or concerns.

Best regards,
Jonah

Jonah Ralston, Ph.D.
Associate Professor of Political Science
Public Policy & Administration Program Coordinator
University of Wisconsin-Whitewater



To: Faculty Senate, Jonah Ralston

From: Chancellor Corey A. King

Subject: Resolution on Annual Faculty Salary Analysis

Date: December 17, 2024

A salary analysis of CUPA data is currently underway. The Provost will partner with the Faculty Senate Chair and Executive Committee to clarify faculty data needs and identify the possibility of more appropriate sources. This collaboration aims to reach a resolution that effectively addresses those needs. At that point, a common practice for salary analysis can be adopted and conducted annually.

Thank you,

A handwritten signature in black ink, appearing to read 'J. Chenoweth', written over a horizontal line.

John Chenoweth
Provost and Vice Chancellor for Academic Affairs

A handwritten signature in black ink, appearing to read 'Corey A. King', written over a horizontal line.

Corey A. King
Chancellor