

April 20, 2023

### **Budget Committee- Brief Report**

The Faculty Senate- Budget Committee assessed the level of faculty salary compression at SIUC. A committee was formed at the request of APAA Dr. Marc Morris in August 2022 that represented all Colleges, members of the Faculty Senate, the Graduate Council, and the NTT and TT Faculty Associations.

#### Committee membership:

Dr. Mike Eichholz – Co-Chair, Biological Sciences

Dr. Farhan Chowdhury – Co-Chair, Mechanical, Aerospace, and Materials Engineering

Dr. Elaine Jurkowski – Human Sciences

Dr. Seung-Hee Lee – Architecture

Dr. Lorelei Ritchie – Law

Dr. Diana Sarko – Anatomy

Cherie Watson – Library Affairs

Renee Columbo – Human Resources

Dr. Rachel Whaley – Anthropology, Political Science, and Sociology

Dr. Mike Phillips – Media Arts

The committee met regularly in the Fall of 2022 and Spring of 2023 to formulate a process for assessing 1) the level of salary compression, 2) to consider potential remedies, and 3) to identify preferred remediation. Out of many potential approaches to identify compression, the committee agreed to follow the approach used by the University of Washington, primarily due to its simplicity, yet apparently effectiveness (for a summary of the report see [http://depts.washington.edu/uwaaup/compression\\_lovell.htm#\\_ftn1](http://depts.washington.edu/uwaaup/compression_lovell.htm#_ftn1)).

This approach identified a salary as compressed when the difference between an individual's salary and the median salary of individuals of the next lower rank within their academic unit is less than the increase in salary received at the time of promotion. For example, for TT faculty, because a 12 % increase in salary is associated with the promotion, the expected salary of Associate Professors would be the median salary of Assistant Professors + 12% of the median salary of Assistant Professors. Thus, an Associate Professor's salary of < 12% greater than the median salary of Assistant Professors within an academic unit was considered compressed. A similar analysis was carried out for Full Professor salary compression. Because NTT faculty receive an increase of \$550/month in salary with a promotion to a higher rank, Associate rank faculty salaries < \$550/month greater than the median of the Assistant rank faculty were considered compressed, and Full rank faculty salaries < \$1,100/month greater than the median of the Assistant rank faculty were considered compressed. Because there was substantial variation in NTT faculty salaries associated with the level of appointment (3-month to 12-month) with individuals receiving 3-month appointments receiving considerably less than those receiving 9 or 12-month appointments, only those with 9 or 12-month appointments were included to estimate the base salary, median salaries at the Assistant rank level, to estimate the level of compression and remediation.

After analyzing faculty salary data, the committee identified the proportion of individual salaries that are compressed by our definition. A consistent pattern of high compression at the associate rank level was observed in many academic units. The committee concluded the most likely explanation of this result is likely a period of low salary offerings during the time many faculty currently at the associate rank were

hired. The level of compression varied by academic units with as much as 83% of the Associate Professor's salaries in some units currently suppressed.

A detailed report will be shared with the Faculty Senate and the administration that will include potential remedies and identified preferred remediation.

Thank you.

Sincerely,

Farhan Chowdhury and Mike Eichholz  
Co-chairs, FS Budget Committee