**Salary Compression/Inversion Action Team**

**Brief description of the ACTION Project Team’s charge (100 words or less):**

Salary compression occurs when two faculty members have similar salaries despite having markedly different qualifications. Salary inversion occurs when less experienced faculty members are paid at higher levels than more experienced faculty members. Both situations often occur as a result of the need to be competitive when hiring new faculty. A university can find itself in this situation through one or more circumstances such as:

- Lack of regular raises to keep current faculty salaries competitive with the market.
- Short term bubbles in a particular discipline resulting in equivalent faculty members able to be hired in at relatively low wages in one year and at significantly higher wages in another year.
- Using salary averages for all faculty members in a discipline who are at the same rank (such as bringing all full-professors in a department to the same CUPA average despite their longevity) when making salary market adjustments.

UCO has experienced all of these in one form or another, although most problems have resulted from recent CUPA adjustments.

The Action Team will review best practices and policies at other institutions and in the literature to determine if others have found a successful ways of addressing this issue. The team will develop a recommendation as to whether additional policies are necessary to manage address salary compression/inversion issues at UCO. If the recommendation is to have additional policies for this purpose, then the team will develop a set of policies that can be submitted to the Provost’s Cabinet for review.

**Expectations and anticipated outcomes from this ACTION Project (this should help define the scope of the ACTION Project):**

1. A summary of how other institutions are handling salary compression/inversion.
2. Conduct focus groups of 1) deans, 2) chairs, and 3) faculty to solicit input about potential problems and possible solutions in managing compression/inversion issues.
3. Produce a recommendation in favor or opposed to developing additional policies for managing salary compression/inversion.
4. If the team recommends that the university revise policies to address compression/inversion, then the team will develop a set of policies to be included in its recommendation. The team will work with Academic Affairs to vet this recommendation to campus stakeholders in one or more forums for final input.

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<th>Start date:</th>
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<td>December 1 2013</td>
<td>April 1 2014</td>
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**ACTION Project Sponsor:**

John Barthell, Provost

**ACTION Project Team Leader:**

Dr. KJ Tullis (CB); Dr. Ed Cunliff (CEPS)

**ACTION Project Team Members:**

CB: Dr. Lee Tyner (MGMT)
CEPS: Dr. Trey Cone (KHS)
CFAD: Dr. Ralph Morris (MUS)
CLA: Dr. Stephen Law (HUM),
CMS: Dr. Jesse Byrne (MATH)
LIB: Ms. Shay Beezley (LIB)
Fac Senate: Dr. David Forbat (MUS)
Academic Affairs: Dr. Greg Wilson (AA)

**List the organizational areas and critical processes most affected by this ACTION Project:**