**Academic Department Chair Compensation**

**Brief description of the ACTION Project Team’s charge (100 words or less):**
In 2006-07, a Chairs Action Team deliberated and submitted a series of recommendations related academic department chair service (http://www.uco.edu/academic-affairs/institutional-effectiveness/files/2006-07-chairs-final-report-team-report.pdf). Several of these recommendations dealt with various aspects of chair compensation. Other institutional priorities, many driven by uncertainty over the projected loss of revenue resulting from the recession that began in December of that year, indefinitely postponed discussion over what actions to take regarding the implementation of these recommendations. Because a significant amount of time has passed since that team submitted its recommendations, it was determined that a new Action Team should be formed and charged with reviewing current chair compensation practices and making recommendations about whether and how chair compensation policies should be revised. While the team may reference the previous study, it is expected that an updated review of current best practices will be undertaken to help guide a revised recommendation.

**Expectations and anticipated outcomes from this ACTION Project (this should help define the scope of the ACTION Project):**
1. A summary of current chair compensation practices within each of the five colleges noting any differences in monetary compensation, reassignment time, and other components of compensation.
2. A summary of how other institutions address chair compensation. This summary should particularly highlight UCO peers and those institutions demonstrating best practices in this area.
3. Conduct focus groups and/or interviews of 1) deans, 2) chairs, 3) faculty, and 4) administrators to solicit input about current perceptions of problems related to chair compensation.
4. Produce a recommendation and justification for either continuing or revising current chair compensation practices.
5. If the team recommends that the university revise current compensation practices, then the team will provide a summary of specific recommendations and estimates of the resources needed to support those recommendations.
6. A summary written draft document and presentation will be provided to the Provost’s Advisory Council (PAC) for input and review.
7. The team will work with Academic Affairs to vet this recommendation to campus stakeholders in one or more forums for final input.
8. The team’s final report will address any final concerns that are raised.

**Start date:** Dec 1, 2014  
**Deadline for recommendations:** April 1 2015 (flexible)

**ACTION Project Sponsor:**  
John Barthell, Provost

**ACTION Project Team Leader:**  
Chuck Hughes, Associate VP

**ACTION Project Team Facilitator(s):**  
Dr. Lisa Miller, CB-ISOM; Dr. Bing Li, CLA-HIST

**ACTION Project Team Members:**  
CB: Dr. Michelle Hepner, ISOM  
CEPS: Dr. Mark Hamlin, PSY  
CFAD: Ms. Jill Priest, DANC  
CLA: Dr. Joan Luxenburg, Associate Dean  
CMS: Dr. Linda Rider, NURS  
Fac Senate: Ms. Dawn Holt CMSC  
Academic Affairs: Dr. Pat LaGrow

**List the organizational areas and critical processes most affected by this ACTION Project:**  
Academic Chairs, Academic Deans, Faculty
Resources


2006-07 Team Charge:
The Chairs' roles and responsibilities have continued to evolve at UCO as the institution has changed and evolved. This team is asked to proactively consider the roles and responsibilities of the Chairs and to provide a model that will help Chairs work productively within the framework of their college and the institution as a whole. The team should assume that their recommendations will be phased in as new chairs are selected or terms are renewed, and that there should be consistency amongst all the colleges.

2. UCO Faculty Handbook
3. UCO Chair Salaries Excel workbook tool