



**FACULTY SENATE PROPOSAL  
FSP 2019/2020-03**

**PROPOSAL NAME:**

CUPA Reaffirmation Statement

**STATED PROPOSAL:**

The Faculty Senate proposes the UCO Administration reaffirm its commitment to using data published annually by the College and University Professional Association for Human Resources (CUPA) as its benchmark for establishing UCO faculty salaries, unless an alternative benchmark has been adopted by a respective college.

**BACKGROUND & JUSTIFICATION:**

Beginning in academic year 2006-07, the UCO Administration started utilizing data generated by CUPA as its benchmark to establish UCO faculty salaries. As a national association comprised of institutions of higher learning, CUPA provides workforce research, analysis, and reporting resources, including an annual survey of faculty salaries at universities and colleges throughout the United States. CUPA consists of over 2,000 member organizations, including UCO, and represents 79% of all master-level universities and colleges in the country. Unfortunately, inconsistent application of CUPA data by past UCO Administrations and College Deans, perceived or real, has contributed to a growing level of concern among some faculty members over the equity and fairness of faculty salaries.

Faculty Senate proposes the UCO Administration reaffirm its commitment to using CUPA data as its benchmark for establishing UCO faculty salaries, unless an alternative benchmark has been adopted by a respective college, so that work can begin on addressing issues of equity and transparency involving faculty salaries. More equitable and transparent salaries are critical to maintaining faculty morale and preventing further salary compression, salary inversion, and other salary discrepancies within and between departments and colleges at UCO. Absent a reliable benchmark, like CUPA, the Faculty Senate is concerned that issues of equity and transparency in faculty salaries cannot be adequately addressed.

**BUDGET IMPLICATIONS:**

The reaffirmation of CUPA as a benchmark for establishing faculty salaries has no direct budget implications. Any budget implications created by addressing salary compression, salary inversion, or other salary discrepancies is to be determined.

*This proposal submitted to the UCO Faculty Senate on 10 March 2020 by  
KADEE BRAMLETT, Chair on behalf of the Faculty Senate Personnel Policies Committee*

**PASSED UNANIMOUSLY ON 12 MARCH 2020.**



---

**JENNIFER BARGER JOHNSON**  
UCO Faculty Senate President