



FACULTY SENATE PROPOSAL FSP 2019-2020-08

PROPOSAL NAME:

Request for 2019-2020 Faculty Salary information in relation to 2019-2020 CUPA data, AACSB data, and AACN data as applicable.

STATED PROPOSAL:

The UCO Faculty Senate proposes the UCO Administration provide the UCO Faculty Senate with the current UCO Faculty Salaries as a percentage of the benchmark that is being used to calculate those salaries. The three known organizations that provide the benchmarks that are used for calculating Faculty Salaries are: i) the College and University Professional Association for Human Resources (CUPA), ii) the Association to Advance Collegiate Schools of Business (AACSB), and iii) the American Association of Colleges of Nursing (AACN). The Faculty Senate requests that the percentage of the applicable benchmark that is currently being paid to Faculty (10-month base salary) will be calculated for every University Department at each rank, both as an average and as a range. This calculation should use the most current benchmark data available and should show where the data is coming from by specifying CIP codes, (Classification of Instructional Programs), if applicable. (For example, an Assistant Professor in the Department of Mythology is being paid at an average of 90% of 2019-2020 CUPA, with a range of 88-92%, using an average of CIP codes of 555, 666, and 888.) The Faculty Senate requests this information within 45 days of approval of this proposal.

BACKGROUND & JUSTIFICATION:

Faculty of UCO are public employees, and as such their salary information is considered public information. Although salaries are published by name annually by the Tulsa World, this information is not currently published in a format that shows only 10-month base salaries, which offers some semi-privacy to individuals. In discussions with the UCO Administration, the UCO Faculty Senate is not requesting Faculty Salary information by name at this time. Furthermore, data from CUPA, AACSB, and AACN is not currently available to the Faculty Senate, and although efforts are being made to determine whether this data can be shared, but there may be legal barriers. Therefore, in an effort to avoid real and potential barriers to requesting the aforementioned information, the UCO Faculty Senate is requesting that the UCO Administration use the data available to them and make the calculations that are needed by the Personnel Policies Committee to do work in the interests of the UCO Faculty Association.

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 individual 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. The requested data in this proposal would help tremendously to dispel rumors about Faculty salaries, and to clearly define any real concerns so that they may be addressed.

On April 12, 2020, UCO's Administration affirmed its commitment to using CUPA data as its benchmark for establishing UCO faculty salaries. Additionally, UCO's Administration has informally approved that the information requested in this proposal be provided to UCO Faculty Senate and the UCO FS Personnel Policies Committee. This proposal represents a formal agreement that will publically acknowledge the hard work and cooperation between the UCO Faculty Senate and the UCO Administration to achieve better transparency in salaries which is critical to maintaining faculty morale and preventing further salary compression, salary inversion, and other salary discrepancies within and between departments and colleges at UCO.

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 are to be determined.

Submitted by: Faculty Senate Personnel Policies Committee