

UCCS

Senior Instructor Salary Study



April 28, 2017

Agenda

Time Line

Terry Schwartz

Parameters

Tom Christensen

Methodology

Robyn Marschke

**Funding &
Allocation**

Susan Szpyrka

Sept 1, 2016

Salary floor for 9-month Instructors raised to \$40,000

Nov 1, 2016

Meeting with Senior Instructors

Chancellor Shockley-Zalabak

Interim Provost Terry Schwartz

Sr. Vice Chancellor Susan Szpyrka

December 2016 –April 2017

SVCAF et. al., develop and refine funding strategy

March 1, 2017-April 20, 2017

Development of Methodology

April 5, 2017

Review with Deans

Interim Provost Schwartz

Provost Elect Christensen

SVCAF Szpyrka

Faculty Assembly President Prinari

April 25, 2017

Methodology review Robyn Marschke & Tom Zwirlein

April 28, 2017

Open faculty meeting to present results

Collaboration

Included:

Chancellor and Interim Chancellor
Interim Provost and Provost Elect
Faculty Assembly Executive Committee
Sr. Vice Chancellor Administration/Finance
Director of Institutional Research
Executive Director of Human Resources
Dean's Council
 College & Library deans
 Faculty Assembly President
Faculty Assembly Payroll and Benefits Chair

Parameters

Establish salary minimum for senior instructors:

\$43,517 for 9 month appointment

Minimum varies by discipline core and market

Establish dedicated funding pool

**Address impact of salary minimum on
established senior instructors**

Include all senior instructors in review

Including 12-month employees

Purpose

- (a) to establish a minimum salary or “floor” salary for the senior instructor rank, and**
- (b) to develop an adjustment that incorporates a constructed peer salary for senior instructors.**

Determine the Floor

- Add the current promotion amount from instructor to senior instructor (\$3,517) to the instructor minimum (\$40,000).
- After adjusting the floor amount for the individuals' FTE, the adjustments range from \$189 to \$4,135. There are 26 of 98 senior instructors with a floor adjustment.

Peer Salary for Senior Instructor

- The CUPA data do not have a senior instructor rank
- Since full professors earn about 15% more than associate professors, and associate professors earn about 10% more than assistant professors, we assume the difference between instructors and senior instructors should be similar.
- We created a senior instructor peer salary that is 12% more than the average CUPA instructor salary within each discipline.

Years as Senior Instructor

- Per individual, for each year employed as a senior instructor that is above the median years in rank for all senior instructors (4.88), an individual's CUPA salary is increased by 0.5%.
- The half of a percent is arbitrary and is what we used in the uncompensated merit model last year. Example: if the CUPA salary is \$50,000 and an individual has been a senior instructor for 6.88 years, or two years above the median, we adjust the CUPA salary upwards by 1%.

Calculate and Adjust to Pool

- The needed amount per individual reflects the difference between his or her new salary (***with the floor adjustment***) and the peer comparison (with the increase due to years in rank).
- After adjusting for FTE, the sum of salary adjustments needed is \$378,253.
- The sum exceeds the funding available in the pool (\$100,000). To allocate the entire pool, each individual's adjustment is based on his/her share of the sum so an individual whose adjustment is 2% of the sum of the adjustments is awarded 2% of the funding pool.

FY 2017-2018 Budget

- **Set in January 2017**
- **Initial budget was \$50,000 plus benefits for total of \$59,500**
- **Budget Scenario A only, heavy reliance on state funding**
- **Funding availability September 1, 2017**

Strategic Funding Change

- **Methodology parameters**
- **Remove dependency on state support**
- **Increase pool to \$100,000 plus benefits of \$14,250 for total of \$114,250**
- **Base funding available September 1, 2017**
- **One-time funds used to make retroactive as of September 1, 2016 for all impacted employees with current active appointment.**

Allocation & Implementation

- **Letters to impacted employees will mail out by May 5, 2017**
- **Human Resources will enter new salary as if effective 9/1/16**
- **9 pay 9 employees will see retroactive pay in full in their May 31, 2017 pay check.**
- **9 pay 12 employees and 12 pay 12 employees will see portion of retroactive pay to cover September- April plus May portion in May 31, 2017 paycheck. June, forward will balance to new monthly pay.**

Allocation & Implementation

- **UCCS budget office will manage all budget entries to department financial statements**
- **UCCS central funds are covering the allocation, not college funds**
- **UCCS Budget Office will adjust all salary increase reports and the new pay will be the base pay upon which any FY 18 merit increase is calculated.**

Impact of Retrospective Pay*:

- **State and Federal income tax will be assessed**
- **This will not impact your 2016 income, this will count toward 2017 income.**
- **Retirement deductions will be assessed against the retroactive pay.**
- **Check your pay advice for May 31 and send any questions to the Human Resources office**

*Per information provided to UCCS by Employee Services

Questions?



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