

**FACULTY SALARY COMPRESSION STUDY
THE UNIVERSITY OF ALABAMA
April 2000**

INTRODUCTION

In 1998, members of the Financial Affairs Committee (FAC) of the Faculty Senate investigated salary data provided by The Office for Institutional Research. They identified the following categories of salary inequities:

1. Overlapping salary ranges between different faculty ranks.
2. New faculty hires earning higher salaries than existing faculty at the same rank with more years in rank and, in some cases, higher salaries than existing faculty at higher rank.
3. Newly promoted faculty earning higher salaries than faculty at the same rank with more years in rank and, in some cases, higher salaries than existing faculty at higher rank.
4. Faculty at lower ranks earning the same or higher salaries than faculty at higher ranks with the same or greater years of service.

To determine the *current* status of salary compression at UA, the FAC applied the same inequity criteria to 1999-2000 salary data. The results of this investigation follow. However, *this report does not determine the causes of the salary differentials, whether they are merit-based, market driven, or the result of more arbitrary factors.*

SUMMARY STATISTICS

Note: Problem one was removed from the summary statistics because it overlaps with problem four and is more thoroughly specified by problem four.

Division	Problem Type	Incidents		Increase/ Decrease
		2000	1998	
All Schools & Colleges	(2) New faculty earning > salary than	34	15	19
	(3) Newly promoted faculty earning > salary	21	29	-8
	(4) Faculty at lower rank earning > salary	<u>49</u>	<u>36</u>	<u>13</u>
	totals	104	80	24
Arts and Science	(2) New faculty earning > salary than	9	4	5
	(3) Newly promoted faculty earning > salary	9	8	1
	(4) Faculty at lower rank earning > salary	<u>10</u>	<u>13</u>	<u>-3</u>
	total	28	25	3
C&BA	(2) New faculty earning > salary than	8	1	7
	(3) Newly promoted faculty earning > salary	3	7	-4
	(4) Faculty at lower rank earning > salary	<u>20</u>	<u>10</u>	<u>10</u>
	total	31	18	13

Division	Problem Type	Incidents		Increase/ Decrease
		2000	1998	
Communications	(2) New faculty earning > salary than	1	0	1
	(3) Newly promoted faculty earning > salary	3	2	1
	(4) Faculty at lower rank earning > salary	<u>3</u>	<u>0</u>	<u>3</u>
	total	7	2	5
Education	(2) New faculty earning > salary than	3	5	-2
	(3) Newly promoted faculty earning > salary	1	2	-1
	(4) Faculty at lower rank earning > salary	<u>0</u>	<u>1</u>	<u>-1</u>
	total	4	8	-4
Engineering	(2) New faculty earning > salary than	11	1	10
	(3) Newly promoted faculty earning > salary	1	3	-2
	(4) Faculty at lower rank earning > salary	<u>8</u>	<u>5</u>	<u>3</u>
	total	20	9	11
Human Env. Sci.	(2) New faculty earning > salary than	0	0	0
	(3) Newly promoted faculty earning > salary	0	0	0
	(4) Faculty at lower rank earning > salary	<u>0</u>	<u>0</u>	<u>0</u>
	total	0	0	0
Library	(2) New faculty earning > salary than	0	1	-1
	(3) Newly promoted faculty earning > salary	3	4	-1
	(4) Faculty at lower rank earning > salary	<u>7</u>	<u>7</u>	<u>0</u>
	total	10	12	-2
Law School	(2) New faculty earning > salary than	0	1	-1
	(3) Newly promoted faculty earning > salary	1	1	0
	(4) Faculty at lower rank earning > salary	<u>0</u>	<u>0</u>	<u>0</u>
	total	1	2	-1
Nursing School	(2) New faculty earning > salary than	0	1	-1
	(3) Newly promoted faculty earning > salary	0	1	-1
	(4) Faculty at lower rank earning > salary	<u>1</u>	<u>0</u>	<u>1</u>
	total	1	2	-1
Social Work	(2) New faculty earning > salary than	2	1	1
	(3) Newly promoted faculty earning > salary	0	1	-1
	(4) Faculty at lower rank earning > salary	<u>0</u>	<u>0</u>	<u>0</u>
	totals	2	2	0

STATISTICS BY DEPARTMENT AND DIVISION

College of Arts and Sciences

English Language Institute--no compression as defined by the study
a new instructor, however, earns the *same* as two instructors each with one year in rank.

Center for Materials for Information Technology--no compression

Art and Art History--no compression

English

1. overlapping salary ranges between assoc. and full.
3. promotee to assoc. earning more than an assoc. with 13 years in rank and an assoc. with 4 years in rank.
4. assoc. 25 years in service earning more than six fulls with three to 14 years in service.

Modern Languages

1. overlapping salary ranges between asst. and assoc.
3. promotee to full earning more than a full with 12 years in rank.
4. asst. earning more than four assoc. with nine to 22 years of service.

Music

1. overlapping salary ranges between asst./assoc. and assoc./full.
3. promotee to assoc. earning more than two assoc. with one and two years in rank.
4. -three assoc. with 14, 18, and eight years in service earning more than a full with 16 years of service.
-an asst. with four years service earning more than six assoc. with zero to 19 years of service.

Philosophy--no compression

Religious Studies--no compression

Theatre and Dance

1. overlapping salary ranges between asst. and assoc.
2. new asst. earning more than one asst. with one year in rank.
4. -an asst. with three years of service earning more than two assoc. each with ten years of service.
-an asst. with zero years service earning more than an assoc. with 10 years of service.

Women Studies--no compression

Biological Sciences

1. overlapping salary ranges between asst./assoc.
4. -an asst. with five years in service earning more than an assoc. with 23 years in service.
-an asst. with zero years of service earning more than an assoc. with 23 years in service.

Chemistry

2. -a new asst. earning more than an asst. with 2 years in rank.
-a new full earning more than six fulls with three to 22 years in rank.
3. promotee to assoc. earning more than an assoc. with three years in rank and an assoc. with 20 years in rank.

Geology

2. new asst. earning more than an asst. with one year in rank.

Geography

2. a new asst. earning more than an asst. with one year in rank.
3. promotee to assoc. earning more than two assocs. with six and 15 years in rank.

Mathematics

3. a promotee to full earning more than a full with six years in service.

Physics--no compression

American Studies--no compression

Anthropology

2. new full earns more than six fulls with zero to 18 years in rank.

Communicative Disorders

2. new asst. earns more than two others with two and five years in rank.

Criminal Justice--no compression

History

2. new asst. earns more than three others with two to six years in rank.
3. promotee to assoc. earns more than an assoc. with eight years in rank.

New College--no compression

Political Science

3. promotee to full earning more than a full with four years in rank

Psychology

2. new asst. earns more than one asst. with five years in rank.
3. promotee to assoc. earn more than two assocs. each with one year in rank.

Sociology--no compression (one faculty member)

College of Commerce and Business Administration

Accounting

1. overlapping salaries ranges between asst./assoc., asst./full, and assoc./full.
2. -new assoc. earns more than five assocs. with four to 15 years in rank.
-new asst. earn more than an asst. with three years in rank.
4. -asst. with three years service earns more than three assocs. with 20 years of service each and one full with 31 years service.
-asst. with four years of service earns more than three assocs. with 20 years of service each, and one full with 31 years service.
-asst. with zero years of service earns more than three assocs. with 20 years of service each and one full with 31 years of service
-assoc. with 12 years of service earns more than a full with 31 years of service.
-assoc. with nine years of service earns more than a full with 31 years of service.

Accounting cont.

- assoc. w zero years of service earns more than three fulls with 14 to 31 years of service

BAD--no compression (one faculty member)

Center for Business and Economic Res.--no compression (one faculty member)

Economics, Finance and Legal Studies

1. overlapping salary ranges between assoc./full.
2. -new full. earns more than nine other with one to 26 years in rank.
-new asst. earns more than an asst. with one year in rank.
4. -assoc. with 15 years of service earns more than four fulls with nine to 31 years of service.
-assoc. with 10 years of service earns more than four fulls with nine to 31 years of service.
-assoc. with 8 years of service earns more than five fulls with nine to 31 years of service.

Management and Marketing

1. overlap in salary ranges between asst./assoc., asst./full, and assoc./ful.
2. -new full earns more than ten other with zero to 25 years in rank.
-two new asst. earns more than one asst. with two years in rank.
3. -promotee to full earns more than two others with 19 and one year in rank.
-promotee to assoc. earns more than eight others with two to 17 years in rank.
4. -asst. with three years service earns more than three assocs. with 13, 18, and 21 years of service and more than one full with one year of service.
-asst. with four years of service earns more than three assocs. with 13, 18, and 21 years of service and one full with one year in service.
-asst. with two years of service earns more than three assocs. with 13, 18, and 21 years of service and one full with one year in service..
-asst. with two years of service earns more than four assocs. with 13, 15, 18, and 21 years of service and more than three fulls with one, 30, and 23 years of service.
-asst. with two years of service earning more than five assocs. with nine to 21 years of service and three fulls with one to 30 years of service
-asst. with zero years in service earning more than two assocs. with 13 and 21 years of service
-another asst. with zero years in service earning more than two assocs. with 13 and 21 years of service

Management Science and Statistics

1. overlapping salary ranges between asst. and assoc.
2. new full earns more than eight other with zero to 16 years in rank.
3. promotee to full earns more than three fulls with one to four years in rank.
4. -asst. with four years service earns more than three assocs. with ten, ten, and 19 years of service.
-asst. with one year service earns more than four assocs. with five to 19 years of service.
-assoc. with eight years of service earning more than four fulls with nine to 17 years of service.
-assoc. with four years of service earning more than three fulls with 15 to 17 years of service.

College of Communications and Information Sciences

Advertising and Public Relations--no compression

Communication Studies

2. new full earns more than one other with three years in rank.
3. promotee to assoc. earns more than one other with five years in rank.

Journalism

1. overlapping salary ranges between assoc. and full.
4. assoc. with three years in service earns more than two fulls with 16 and 21 years of service.

Library and Information Studies

3. promotee to asst. earns more than one other with one year in rank.

Research and Services--no compression (one faculty member)

Telecommunication and Film

1. overlapping salary ranges between asst. and assoc. and between assoc. and full.
3. promotee to assoc. earn more than another assoc. with 24 years in rank.
4. -asst. with one year of service earns more than an assoc. with 43 years of service.
-assoc. with two years of service earning more than a full with 17 years of service.

College of Education

Professional Studies

2. two new asst. earning more than two other asst. with zero and one year in rank.

Teacher Education

2. -new asst. earning more than four other assts. with zero to one year in rank.
-new asst. earning more than an asst. having zero years in rank but one more year in service.
3. promotee to full earning more than a full with 13 years in rank.

College of Engineering

Aerospace Engineering

1. overlapping salary ranges between asst. and assoc.
2. new assoc. earning more than three assoc. with four to six years in rank.
3. promotee to assoc. earning more than four assoc. with four to six years in rank.
4. asst. with two years in service earning more than an assoc. with four years in service.

Civil and Environmental Engineering

2. three new asst. earning more than one other asst. with one year in rank.

Chemical Engineering

1. overlapping salary ranges between asst. and assoc.
4. asst. with one year in service earning more than an assoc. with nine years in service.

Computer Science

1. overlapping salary ranges between asst. and assoc. and between assoc. and full.
2. -three new assts. earning more than one asst. with five years in rank and one assoc. with five years in rank.
4. -four assts. with zero to five years in service earning more than one assoc. with 11 years in service.
-assoc. with 11 years in service earning more than a full with 29 years in service.

Engineering Student Service (no compression, one faculty member)

General Engineering Studies (no compression, one faculty member)

Electrical and Computer Engineering

2. new assoc. earning more than seven assoc. with two to 12 years in rank.

Engineering Student Services --no compression (one faculty member)

General Engineering Studies --no compression (one faculty member)

Industrial Engineering

1. overlapping salary ranges between assoc. and full
4. an assoc. with nine years of service earning more than a full with 29 years of service.

Mechanical Engineering

2. -two new assts. earning more than four assts. with zero to 21 years in rank.
-one new asst. earning more than two assts. with 18 and 21 years in rank.

Metallurgical and Materials Engineering--no compression

Graduate School--no compression (one faculty member)

College of Human Environmental Sciences

Consumer Sciences--no compression (one faculty member)

Clothing, Textiles, and Design no compression

Human Development and Family Studies no compression

Health Sciences no compression

Nutrition and Hospitality--no compression

Rise--no compression (one faculty member)

Library

1. overlapping salary ranges between asst. and assoc. and assoc. and full.
3. -promotee to full earning more than five fulls with zero to nine years in rank.
-promotee to full earning more than one full with four years in rank.
-promotee to asst. earning more than an asst. with one year in rank.
4. -an assoc. with 13 years in service earning more than six fulls with five to 27 years in service
-an assoc. with 12 years in service earning more than a full with nine years in service.
-an asst. with two years in service earning more than two fulls and five assoc. with three to 18 years in service.
-an asst. with 21 years in service earning more than an assoc. with 12 years in service.
-an asst. with six years in service earning more than an assoc. with 12 years in service.
-an asst. with 20 years in service earning more than an assoc. with 12 years in service.
-an asst. with 11 years in service earning more than an assoc. with 12 years in service.

Law School

3. promotee to full earning more than a full with one year in rank.

Nursing School

1. overlapping salary ranges between asst. and assoc.
4. asst. with 19 years service earning more than an assoc. with 19 years service.

School of Social Work

2. -new asst. earning more than five assts. with one to nine years in rank.
-new full earning more than all fulls (four) with eight to 19 years in rank.

CONCLUSION

Keeping in mind that this study does not identify the reasons for salary compression, it indicates that salary compression *increased* 30 percent over the past two years. The majority of this increase occurred in the College of Engineering and C&BA as a result of the salaries of new hires. The market for engineering and business professors appears to be driving most of the increase in compression.

This study also indicates a reduction (38 percent) in the incidents of newly promoted faculty earning higher salaries than faculty at the same rank with more years of service in that rank. Moreover, several schools and colleges—Education, the Library, Law, and Nursing—have reduced their salary compression since 1998, and Human Environmental Sciences has no incidents of salary compression as defined by this study.

To the extent that salary compression contributes to low morale, turnover, and a reduction in commitment to the University, the Financial Affairs Committee of the Faculty Senate reiterates its recommendation from two years ago: that

the Administration (1) take immediate and continuing steps to resolve existing faculty salary inequities by allocating a reasonable percentage of available raise money to this purpose and (2) work to prevent additional salary compression situations created when new faculty are hired at higher salaries than existing faculty by making necessary equity adjustments to ensure that salaries are commensurate with rank and years of service for faculty who perform at a meritorious level.