SALARY REVIEW COMMITTEE

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SRC – reps from MnScu and IFO and each campus + special committee reps

Charged with reviewing:

- All new hires for entire system
- All new promotions – if triggered
- All new terminal degrees – if triggered

For all MnScu universities every year

Reviews based on “credentials” = highest degree, rank, experience, department/program

Reviews of new hires consist of determining whether the newly hired faculty member’s salary is at least at the lowest step in the salary guide or “calculator’s” permissible range of salaries for new hires. The lowest step in the salary guide/calculator is 5% below “predicted” salary, and is based on the most recent study/regression analysis of all salaries, completed on FY06 data. If the new hire’s salary is below the lowest step in the guide/calculator, the SRC will recommend a salary that is within the salary range for new hires.

Reviews for promoted faculty and terminal degree completions compare faculty (as indicated above) to similarly situated faculty at your university, in your department or program (i.e., to department faculty with the same rank, degree, and years of experience). If that person’s department has too few faculty for comparison – e.g., only 2 or 3 in department – it is permissible to take into consideration how faculty compare to those in similar departments in the system.

If you are at the “top of your game,” meaning that you are a full professor, the only way you will get a raise is through a new contract, career steps, or through a study.

Part of the SRC duties is to conduct a system-wide study – usually every 5 years. Last one was in 2006. One was due in 2011, but a study was not done for several reasons, including that the IFO headquarters was understaffed and the MnSCU central office did not commit adequate resources to collect and manage the data collection from the universities and therefore some universities’ data was missing – and some still needs to be collected to complete a 2011 study.

Additional IFO staff has now been hired and we have been applying a lot of pressure on MnSCU to collect the remaining data necessary for a comprehensive salary study. As universities are submitting their data, the Committee is attempting to catch up. It has completed reviews through 2009 and hope to complete 2010 and 2011 this spring.

Therefore the issue of studies has arisen. The IFO and MnScu staff are proposing to combine the 2011 study with a second study based on 2015 data, and conduct it this spring and summer. A 2015 study would be one year earlier than the next study would be due, which would have been
in 2016. Once that is completed, the SRC would determine what “remedy” to recommend to increase faculty whose salaries are low, based on the salary study. Before any remedy is implemented, the IFO and MnSCU would have to agree to the SRC’s recommendation for the remedy, as part of negotiations. There is precedent for a combined study — back in the late 90’s.

A combined study would seem to be a means for a more speedy remedy. If we do not combine these two studies, then the 2011 study will be based on data up to that point in time (as soon as we get it done) and the committee would wait to conduct the 2016 study until reviews have been conducted for 2012-2016 years.