

UW Tacoma Executive Council
Faculty Salary Planning Priorities
VOTE Tally: 5.31.17, RW

The Executive Council of the Faculty Assembly of the University of Washington Tacoma has the opportunity to provide guidance to our campus administration regarding campus salary planning. Individual units are engaging in long-term salary planning for their units, but Chancellor Pagano and EVCAA Lavitt are also making available centrally 1% of salary from this year's pool to address campus level salary concerns, and they want guidance from the EC about how to prioritize use of those funds (equity, compression, inversion, starting salaries, etc.).

Below is a list of priorities for EC members to vote on. Please place a rank number (1 being the highest priority, four being the lowest priority) in front of each of the below priority groupings:

_____ Faculty who have been the most compressed for the longest period of time.

As priority # 1 = 11 votes

As priority # 2 = 5 votes

As priority # 3 = 0 votes

As priority # 4 = 1 vote

Abstain: 1

_____ Faculty who face the most pronounced compression, regardless of years in rank.

As priority # 1 = 6 votes

As priority # 2 = 10 votes

As priority # 3 = 1 vote

As priority # 4 = 0 votes

Abstain: 1

_____ Faculty who have spent the most time in their rank, though their levels of compression may be less pronounced.

As priority # 1 = 1 vote

As priority # 2 = 0 votes

As priority # 3 = 15 votes

As priority # 4 = 1 vote

Abstain: 1

_____ Faculty who have spent the least amount of time in rank, facing the lowest levels of compression.

As priority # 1 = 0 votes

As priority # 2 = 1 vote

As priority # 3 = 1 vote

As priority # 4 = 13 votes

Abstain: 3

Recognizing that making salary decisions according quantitative factors alone, while relying on limited data criteria, may be undesirable, please also indicate whether you would like to see the following language included in the guidelines provided by the EC to the campus administration (write 'yes' or 'no' in the space provided):

The recommendations provided here are based on set of criteria limited by the availability of data. While we appreciate this opportunity to offer guidance, the EC would also like express a desire to expand the criteria in the future to include additional demographic categories, specifically data on race and gender, so as to assess and correct any additional patterns of inequity.

Yes: 15

No: 1

Abstain: 2

In providing this guidance regarding faculty salary priorities, the EC would like to emphasize the importance of simultaneous qualitative review of the salary data to ensure that the salary decisions made will effectively target the identified salary concerns.

Yes: 13

No: 2

Abstain: 3

The EC advises that salary compression be calculated by academic unit, and that in addressing the priorities determined by the EC the administration begin with the unit that has the lowest median salary. [add: using deviation within rank or by rank or corrected for rank]

Yes: 10

No: 5

Abstain: 3

20 eligible to vote; 18 ballots cast