**EQUITY CRITERIA**

**Suggested Narrative**

The Department of \_\_\_\_\_\_ developed and uses the following criteria to identify equity issues and award equity increases, following guidelines from the Dean of the College of Arts and Sciences and the Provost, as well as input from department faculty.

1. Regardless of type of appointment or FTE, each TTF member is eligible for consideration for an equity increase.

2. However, equity adjustments are only given to tenure track faculty (TTF) who, in their most recent merit evaluations, have met expectations in at least two of the three categories of research, teaching, or service.

3. This adjustment is to address TTF internal compression and inversion, not to respond to external equity issues.

4. Equity adjustments are made in dollar amounts and are made prior to applying merit. These adjustments do not compound with any subsequent salary increases.

5. Salary inversion or compression in comparison with others in the same or in other similar departments must be demonstrated in order for an equity increase to be approved.

6. Equity adjustments are based on equity issues only. There are a number of sources of salary inequity (either compression or inversion) that may be addressed with equity adjustments. Examples include:

**A)** **Market wage rates moving faster than internal wage adjustments.** For example, Professor A is hired two years later than Professor B during a time when market forces are pushing assistant professor salaries up rapidly.  A and B have had similar merit ratings over the years.  Thus, even though B has more years of service, B’s salary is considerably lower than A’s.

**B) Retention offers.** ProfessorsA and B are hired at the same level of seniority, but A has had an outside offer and received a significant retention raise.

**C) Changes to automatic promotion raises.** Professor A is one year senior to Professor B and received a raise for a successful sixth-year post-tenure review. Professor B received twice as much the next year because prescribed pay raise amounts had been adjusted.

7. Equity adjustments do not address pay differences due to other factors that are not related to equity; in particular, equity adjustments are not applied to pay differences due to the accumulation of past merit decisions. For example, suppose that Professors A and B were hired at the same level of seniority at roughly the same time for roughly the same salary.  Over the years, Professor A has been consistently rated more meritorious and now has a substantially higher salary than Professor B. Equity adjustments to equalize Professor B’s salary with Professor A’s salary would be inappropriate since the difference is solely due to (past) merit outcomes, not sources of inequity.

8. When making equity adjustments, we adjust all faculty members affected by a source of inequity, not just those who are more compressed or inverted. For example, suppose an Assistant Professor comes in at pay higher than the lowest paid Associate Professor due to market forces (example A above). Correcting only this instance of inversion would be ignoring the compression effects on the other higher-paid Associate Professors.

9. Faculty will be informed of their raises after they have been approved.

10. Documentation of the basis for equity decisions is maintained by the Department Head or the Head’s designee to allow for appropriate follow up or review.