



# Market Equity Committee Report – College of Education

*November 5, 2010*

**Members: Deborah L. Floyd (Chair, ELDRM); Dan  
Morris (ex-officio); Joan Friedenber**  
**Paul Peluso (CE); Dale Williams (CDC);  
Lydia Smiley (ESE);  
Tina Penhollow (ESHP)  
Lorraine Cross (OASS); Joseph Furner (TL)**

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# [ Who is eligible? ]

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Permanent bargaining unit faculty – 3  
*or more years consecutive service*

3 year average evaluation is  
satisfactory or higher (*use annual  
evaluation scores, not merit scores*)

# Market Equity Eligibility Criteria

continued (based on May 1, 2010 salary) -

If annual evaluation averages (3 years) are **satisfactory** then *salary must be less than 80%* of mean OSU salary survey data

IF annual evaluation averages (3 years) are **Above satisfactory** then salary must be less than **100%**

# Key Committee Decisions - *ratings*

Average 3 years of evaluation ratings “overall” (2007-2008; 2008-2009- 2009-2010) and “round” to create a multiplier for the contract salary comparison. (Average available data for those with missing data, minimum of one year needed)

1.00-1.50	Excellent (1)	1.2 multiplier
1.51 -2.50	Above. Sat.(2)	1.0 multiplier
2.51-3.50	Satisfactory (3)	.8 multiplier
Above 3.51	Ineligible	

# [ Key Decisions – *comparisons and pool* ]

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12 month salaries to 9 month

# [ Key Decisions – *Distribution* ]

## [ *Formula* ]

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Allocate available Market Equity money proportional to the difference between a faculty member's FAU salary and the evaluation (per contract) adjusted OSU salary.

Allocate monies based on distribution proportional to the salary deficit as measured by the OSU salary study.





What recurring salary dollars are needed to bring COE faculty salaries up to the OSU comparison salaries? *(only faculty here for past 3 years)*

- \$2,106,284. – recurring dollars needed to bring faculty up to the evaluation adjusted OSU mean salaries.
- \$1,003,324.- recurring dollars needed to bring COE faculty up to the OSU comparison mean salaries.

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[ And, finally.... ]

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FAU's commitment to faculty salary market equity is especially important given the high cost of living in our service area, the lack of appropriate raises in the past few years, and stated objectives in the FAU *Strategic Plan*:

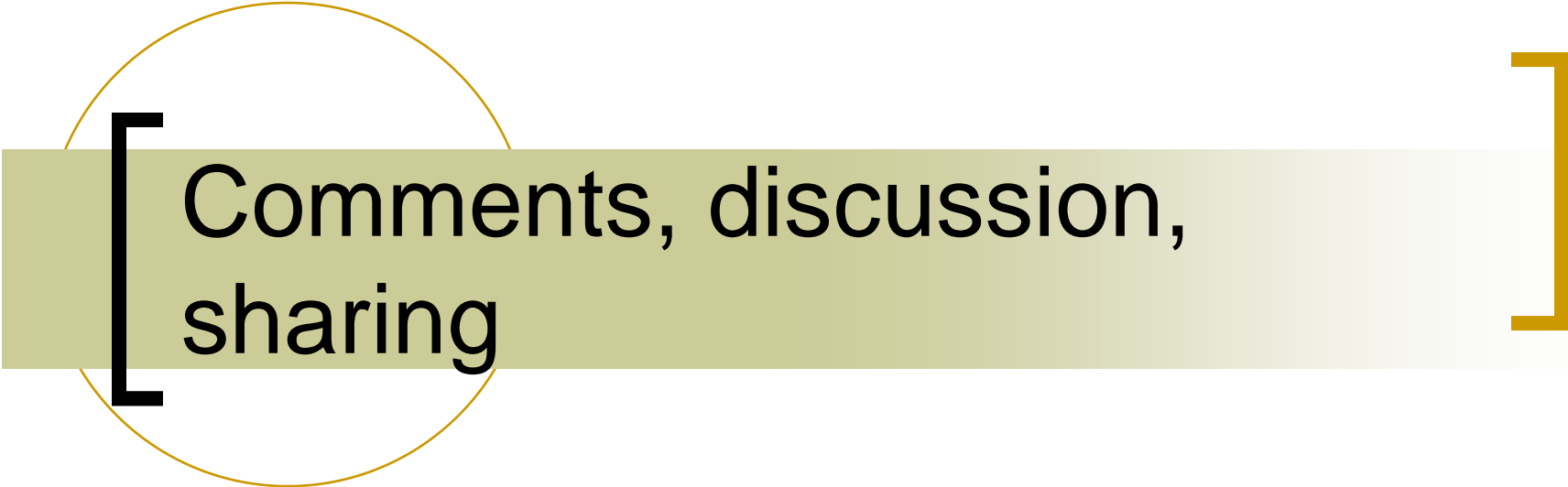
**FAU Strategic Plan GOAL 3, OBJECTIVE 5:**

***Provide competitive faculty salaries that will assure recruitment and retention of a diverse and highly productive faculty who will contribute to building superior academic programs and research capacity.***

# Summary Recommendation and Commentary

While these market equity monies are helpful and appreciated, our analysis of the data shows that these allocated market equity *funds are inadequate* to address salary deficits that are still present. These low salaries are especially disturbing given the high cost of living in South Florida. Thus, we recommend that the Dean and University officials increase allocations of recurring monies to address growing problems of faculty salary market inequities (salary and cost of living).

Compression and other issues of compensation inequities are also of concern. These concerns were not



Comments, discussion,  
sharing

*Other recommendations and*