

Estimated Impact of the UFF-UNF C&I Proposal (CBA Article 28, submitted on 3/1/2018)

The following assessment is a “ball-park” estimate of the monetary “cost” of the UFF-UNF proposal for a C&I adjustment. This estimate is conditional upon the “purity” of the data set received as a result of a public records request. The amount of compression is computed as the difference between each faculty member’s base salary and the within discipline and rank median salary.

Note that the actual implementation cost would also include an adjustment factor to account for years-in-rank differences that will be applied after the difference from the median is computed. However, the expectation is that this would not have a significant impact on the overall “cost” of this proposal.

The effect of the proposal is two-fold:

- (1) It positively adjusts “compressed” or “inverted” faculty members who earn less than the within discipline and rank median salary.
- (2) It also adjusts the salaries of all faculty earning below that median salary (even if not compressed), proportionate to the years since they were promoted to that respective rank.

We believe that (2) above is a much needed adjustment, as the data shows slight statistical bias towards females and non-white males as compared to their proportion in the pool of all tenure-track faculty. The proposal does not adjust faculty who earn more than the within discipline and rank median salary as those individuals are not expected to be paid more due to performance/merit reasons. In addition, that group of faculty is also likely to be compressed due to unreasonably high salaries of former administrators. Note also that no negative adjustments will be implemented.

Total tenure-track, in-unit faculty members compressed: 147.

- 55 (37%) White Male
- 72 (49%) Female
- 20 (14%) Non-White Male

“Caps” on the individual adjustment amount could be implemented to limit the amount received by each faculty member. With the \$10,000 cap model, 28 faculty members would receive a “capped” adjustment of \$10,000. With the \$5,000 cap model, 53 faculty members would receive a “capped” adjustment of \$5,000.

The following is a ball-park estimate of the monetary “cost” of the proposal.

If ASST, ASSO, and FULL professors are adjusted:	
Compression Pool Total: (No Cap)	\$900,982
Compression Pool Total: (10K Cap)	\$614,467
Compression Pool Total: (5K Cap)	\$372,172
If only ASSO, and FULL professors are adjusted:	
Compression Pool Total: (No Cap)	\$654,186
Compression Pool Total: (10K Cap)	\$418,632
Compression Pool Total: (5K Cap)	\$247,126