Special Salary Adjustments, 2014-2015

Article 12.8 of the Collective Bargaining Agreement provides for special salary adjustments in addition to the across-the-board and merit pay increases required on an annual basis. The University may implement special salary adjustments for three reasons: (1) to correct a "gross inequity"; (2) to retain a faculty member; and (3) to correct salary disparities "relative to market demands." The University informs the AAUP Contract Maintenance Officer, Dr. Gerry Turkel, of the salary adjustments that have been made.

For this year, 2014-2015, twenty-eight faculty members who are covered by the provisions of the Collective Bargaining Agreement received special salary adjustments. Seventeen faculty members received salary adjustments for reasons of equity. The adjustments ranged from $500 to $4,200. Two faculty members received adjustments for market reasons. Each adjustment was $5,000. Nine faculty members received salary adjustments for reasons of retention. These adjustments ranged from $3,000 to $30,000. Of the twenty-eight faculty members who received special salary adjustments, fifteen are men and thirteen are women. A total of $188,014 was distributed in special salary adjustments.

In order to determine whether faculty members are eligible for salary adjustments based on equity, a salary disparity study is conducted by the Office of Institutional Research and Planning. When disparities are found, they are sent to the deans of appropriate colleges for review and discussion with department chairs and school directors. Deans and chairs make recommendations based on their analysis of the data to the Provost. The Provost reviews the recommendations and, as stated in Article 12.8, "makes every effort to approve the recommended salary adjustments." For 2014-2015, all of the recommendations made by deans were approved by the provost.

During this contract, the salary disparity study was postponed in order to review and modify the algorithm that has been used in prior years. The algorithm used for this year's study better accounts for factors affecting gender differences and for annual appraisals. Discussions of the algorithm and related issues that affect salary disparities and equity are continuing between the AAUP and the Administration.

ATTEND THE AAUP COMMUNITY UNIVERSITY FORUM AND LUNCH ON UD FINANCES ON NOVEMBER 10. SEE THE ATTACHED FLYER FOR RSVP INSTRUCTIONS.