

CALS Faculty Equity Review Process

MISSION: The College of Agriculture and Life Science (CALs) values equity, diversity, inclusion, and transparency. It is therefore important to ensure our pay practices treat our people equitably and without bias given their roles and responsibilities. The definition of equity for the purposes of this document can be found here: cals.arizona.edu/cbs/policies/merit-market-equity-mme-adjustments

To fulfill CALs mission around equitable pay practices, we have established an annual process for reviewing equitable pay in the faculty ranks. This is an iterative process that will be improved upon over time. The goal of our Equity Review to ask questions, think critically, and ultimately to create greater equity among our faculty ranks. Equity Reviews for Staff and Appointed Professionals will be resolved through UCAP.

FEEDBACK PROVIDED BY: Jan Myers, Director of Compensation, UA HR

PROCESS:

1. Pull report of all faculty members with salary information normalized to 1 FTE, exclude stipends from the base salary*, then sort into groups by rank (Assistant, Associate, and Full) and faculty type. The following faculty types should be utilized:
 - Agent
 - Area Agent* (do not remove stipends for Area Agents as it is part of their base duties)
 - Professor and Specialist
 - Professor of Practice (POP)
 - Research Scientist
 - Research Professor
2. Analyze groups to see if any individuals are compensated 2 standard deviations below the mean for their peer group.
3. For the individuals who are compensated 2 standard deviations below the mean for their peer group, request additional qualitative information from the unit leader (including as many former performance reviews as possible) which may point to a valid reason for the lower compensation of that individual (e.g. performance, time in role, discipline, etc.). The quantitative analysis is simply a tool that indicates the need to investigate further, it is not an automatic trigger for an equity increase.
4. Based on a review of the totality of qualitative and quantitative information, the Assistant Director of Organizational Effectiveness determines which individuals do not have a valid reason for being compensated at a lower rate, and recommends to the Executive Council an equity increase to bring them in greater alignment with their peers.
5. Executive Council reviews the data and information from the equity analysis and the recommendations provided by the Assistant Director of Organizational Effectiveness, and determines whether the recommendations are sound, or if there should be different adjustments made. The Executive Council makes a recommendation to the Dean, and the Dean makes a final decision.
6. Based on the final decision by the Dean, CALs Business Services will implement the equity adjustments.

This increases the number of reviews from one (the unit leader) to three (the unit leader, the Assistant Director of Organizational Effectiveness, and the Executive Council), creating greater prospect of identifying equity concerns. We recognize that this is an imperfect, but improved, practice to ensure the college has a fail-safe against inequitable pay practices among faculty.