

# **OREGON INSTITUTE OF TECHNOLOGY**

## **Faculty Compensation Policy OIT-020-015**

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### **Background and Philosophy of Faculty Compensation**

Oregon Institute of Technology's faculty are essential to accomplishing its missions. A fundamental element of the mission is teaching students, and it is the faculty who provide such instruction. Faculty are also compensated for their contributions to advising, research and scholarship, and service to the institution. The following principles guide the faculty compensation policy at OIT:

- The compensation system supports OIT's values, mission, vision, and objectives.
- Faculty are valued as critical assets to the institution in its effort to achieve its mission.
- It is in the best interests of both faculty and the institution to fairly compensate faculty for the value they provide to the institution.
- Recruitment and retention of the qualified faculty is crucial.

## Faculty Compensation Policy

OIT-020-015

Page 2

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Overall administration of the faculty compensation policy is the responsibility of the provost, or designee, in collaboration with the Faculty Compensation Committee (FCC), the vice president of finance, and subject to the direction of the president. The FCC is a Faculty Senate standing committee whose membership is appointed by the Faculty Senate President. The committee will meet to review and address faculty compensation issues. In the second year of each biennium, the committee will review and make recommendations regarding institutional floors and market equity adjustments. The committee will also make recommendations to the president and provost in determining the allocation of available compensation funds.

**Initial Faculty Salaries** are negotiated at the time of hire and are not less than the floor of the rank and discipline. The department chair, in consultation with the search committee, will recommend to the provost, or designee, initial salaries above discipline floors consistent with market conditions, education, experience of the individuals, and comparable positions.

**Increases to Base Salary** for faculty may occur through promotion in rank, post-tenure review, tenure relinquishment, doctoral degree adjustment, cost-of-living adjustments, equity adjustments; adjustments to the institutional floors, adjustments to the comparator stipends, interim positions, overload teaching, distance education teaching, or grant administration.

These requests will be reviewed annually as part of the faculty performance evaluation process and funded as resources become available. These adjustments will become effective with the next academic year. An appeal procedure will be available to faculty to directly address their salary inequities to the provost.

- 7. Institutional Floor Adjustments:** Institutional floors will be adjusted annually by the COLA rate awarded to faculty salaries.

Floors established in March

### **Geographic Cost of Living Allowance (GCLA)**

Campuses or sites, located in high cost of living geographic locations will have a cost of living allowance given to all faculty based on those campus locations.

- A. All faculty (teaching and library professionals) hired to fill vacancies (permanent and interim), in which employment requires residing in a high cost of living geographic locations, will receive the GCLA.
- B. Determination of high cost of living geographic locations will be based on the most recent cost of living data generated by U.S. government agencies, and recognized financial institutions.
- C. The FCC will recommend the GCLA dollar value based on data obtained from data sources in item B above.

### **Funding**

Funding for salary adjustments will be recommended annually through the FOAC (Fiscal Oversight Advisory Committee) budget build-out process. A faculty compensation reserve fund will be maintained which included funds recovered from unfilled faculty positions, as well as funds allocated for equity adjustments.

### **Definition of Terms**

**Comparator Average Salary:** faculty salary information from comparable higher

**Faculty Compensation Policy**

**OIT-020-015**

**Page 5**

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during the time of the interim employment. Any temporary pay adjustment would then be recalculated and added to the individual's base salary if permanently appointed, or removed from base pay when no longer serving in the interim position capacity.

**Institutional floor:** the minimum salary for each rank regardless of department or discipline

**Stipends:** extra pay given in conjunction with administrative duties such as serving as department chair or program coordinator/director.

Recommended by:

Faculty Senate: May 2, 2006; March 3, 2015

President's Council: June 6, 2006; May 20, 2015

Approved: \_\_\_\_\_

  
  
Christopher C. Mappes, President

Date: \_\_\_\_\_

June 22, 2015