

Chair Compensation Model

(Revised 2022)

Introduction

The model for determining the level of compensation for department chairs has two parts. In the first, departments are assigned basic levels according to a number of size factors. In the second, additional “complexity points” are added to the base level to determine the final compensation.

Implementation

The revised compensation model will be implemented effective September 1, 2022.

Base Level

In order to determine a level for the base salary, all departments will be assigned to one of five levels for each of the following factors:

1. Total FTE faculty (tenured, tenure-track, and non-tenure-track)
2. Total IFTE students taught
3. # of tenured and tenure-track faculty
4. # of undergraduate student majors
5. # of graduate student majors

For each factor, a department is assigned the number of the level for items 1 and 2, and one half the number of the level for items 3, 4 and 5. The total is divided by 3.5 to determine the level for that academic year. A department’s level will be determined using rolling three-year averages for each factor. Each academic year, the department’s level will be recalculated.

Factors 1 and 2 are given the most weight because they indicate the numbers of faculty and students with whom the chair must deal. Factor 3 gives additional weight for the number of major faculty personnel actions and faculty mentoring for which the chair is responsible. Factors 4 and 5 take into account the work generated from extraordinarily large numbers of undergraduate or graduate majors. The data for departments is generated by the Office of Institutional Research, Assessment & Planning (OIRAP).

FACTORS:

Level	FTE faculty	IFTE students	Headcount TT faculty	Undergrad majors	Graduate majors	Base comp ¹
1	10 or less	100 or less	7 or less	100 or less	50 or less	\$A
2	11 to 20	101 to 200	8 to 13	101 to 200	51 to 100	\$B
3	21 to 30	201 to 300	14 to 20	201 to 300	101 to 200	\$C
4	31 to 40 41 and	301 to 500	21 to 26	301 to 500	201 to 300	\$D
5	above	501 and above	27 or more	501 and above	301 and above	\$E

¹ Base compensation levels are established and published in the Dept Chair Union collective bargaining agreement.

Complexity Points

Once a department's base level has been determined, points will be added for various complexity factors. Each full complexity point is worth an additional \$500 in compensation. The complexity factors are:

- Management of facilities (1 point)
- External funding (1 point is given if the chair's department manages *at least 5* externally-funded projects with a combined total of *at least \$250k* OR *at least one* externally-funded project that has an award *in excess of \$500k*)
- Multiple undergraduate majors [not tracks/concentrations] in a single department or multiple graduate majors in a graduate-only department (0.5 point)²
- IFTE students taught above 700 (0.5 point)
- HC undergraduate majors above 700 (0.5 point)

The highest point value is assigned to departments in which there is significant external funding or where there are facilities to maintain as either often requires additional staff to supervise and increase the chair's responsibilities. The third complexity factor addresses the additional demands on a chair should there be multiple academic majors (not tracks/concentrations—see footnote). The last two points address the complexity for extremely large departments that have high IFTE or majors that are not captured in the base level table.

Sample Application of the model:

Large department

- FTE faculty: 28 = level 3 = 3 points
 - IFTE students taught: 574.5 = level 4 = 4 points
 - FTE track faculty: 21.4 = level 4 divided by 2 = 2 points
 - Undergraduate HC majors: 742 = level 4 divided by 2 = 2 points
 - Graduate HC majors: 234 = level 4 divided by 2 = 2 points
- $3+4+2+2+2 = 13/3.5 = 3.72^3 = \text{level 4 base compensation (\$D)}$

The department receives the following complexity points:

- Facilities: 1 point
 - External funding: 1 point
 - Multiple majors: 0 points
 - IFTE students taught above 700: 0 points
 - HC undergraduate majors above 700: 0.5 point
- Total 3 complexity points. Final compensation is $\$D + (2.5 \times \$500)$.

Small department

- HC faculty: 15 = level 2 = 2 points
 - IFTE students taught: 134 = level 2 = 2 points
 - FTE track faculty: 6 = level 1 = 0.5 points
 - Undergraduate HC majors: 61 = level 1 = 0.5 points
 - Graduate HC majors: 0 = level 1 = 0.5 points
- $2+2+0.5+0.5+0.5 = 5.5/3.5 = 1.58^3 = \text{level 2 base compensation (\$B)}$
- This department receives no complexity points. Total compensation is $\$B$.

² Departments with both undergraduate and graduate programs have GPDs to help with the graduate administrative work. If a graduate-only department does not have both a chair and a GPD, then multiple graduate majors [not tracks] should be considered to add the same kind of work as multiple undergraduate majors.

³ Base level scores are rounded up to a single decimal. Scores of x.5 are moved to the next level.