

University of Colorado Boulder
Academic Affairs Policy on Salary
Equity

Approved in Deans Council and by BFA, Spring, 2015
[Original Policy Follows]

The University of Colorado-Boulder maintains a strong commitment to the principles of merit-based evaluation and salary equity. The Provost and Executive Vice Chancellor for Academic Affairs, as the chief academic officer of the Boulder Campus, is responsible for establishing and monitoring procedures that ensure equity in faculty salaries. If inequities are identified, the cost of correcting the inequity is the responsibility of the department or primary unit.

The following equity evaluation policy has been developed to achieve this goal.

A. Responsibilities of the Department or Primary Unit Level¹

1. The ultimate responsibility for equity in the salary-setting process rests with the primary unit. However, deans should regularly review and approve salary decisions made by the units.
2. Each department or primary unit shall review its procedures for personnel evaluation and salary recommendation to ensure that equity concerns for all faculty members are conscientiously addressed as a normal part of the review. Equity concerns include issues such as race

of the approved procedures should be distributed to all faculty members in the unit. Faculty members who have a salary equity appeal must first present the salary equity appeal to their primary unit. Each year the Office of Academic Affairs will provide each primary unit with scatter plots of faculty salaries and years since terminal degree. Because the scatter plot represents only salary and years since degree, the department must review the salary of each individual relative to other faculty members in the unit with similar career merit or professional experience. The scatter plots are intended as a diagnostic tool to assist the unit head i

- b. Equity claims may not be based on "Other Faculty" appointments (Job code 14xx, e.g., associate chair, chair, faculty director, associate dean, endowed chair.) Only base salary is to be considered.

- c. Equity claims must be based on the salaries of other faculty members in the unit as a whole. If a faculty member is paid equitably in comparison with most other faculty members of similar career merit, the faculty member may not base a claim of inequity on the salary of a single faculty member whose salary is unusually high with respect to that group. Nothing in this paragraph, however, should be interpreted as barring a salary equity appeal based on

- e. A difference in salaries between two faculty members in the same unit may not, in and of itself, form the basis for a salary equity appeal even if the two faculty members have been working in the unit for the same number of years.
 - f. The salary equity appeal may not be based on a comparison with faculty members in other units.
 - g. The salary equity appeal may not be based on a comparison with faculty members in the unit whose salaries are determined by a person or process outside of the unit's control.
 - h. The salary equity appeal may not be based on individual salaries, salary ranges, or salary averages of another campus, another institution, AAU statistics, or other outside sources of comparison.
 - i. The salary equity appeal may only request prospective relief, to be addressed when funds for salary increases are next available to the unit. Back pay, retroactive salary increases, or other kinds of remedies may not be requested or awarded as part of this process.
2. The appellant shall be given an opportunity to submit any written documentation of his or her claim.
 3. If the unit's salary equity appeal procedure is handled by a person or committee other than the person or committee responsible for setting salaries, the person or committee who originally determined the salary must be provided a copy of all documentation submitted by the appellant and given an opportunity to respond. The appellant must be given copies of any documents submitted in response to the salary equity appeal.
 4. The person or committee authorized to handle salary equity salary equity appeals may request additional documentation from the appellant, the unit head, or the salary committee. That person or committee may choose to interview the appellant, the unit head, and/or other faculty members but is not required to do so.
 5. The unit's response to the salary equity appeal must be in writing and must include an explanation of the decision reached.
 6. The person or committee handling salary equity appeals does not have the authority to award back pay, retroactive salary increases, or other kinds of remedies.