

1 **Policy 10: Non-Discrimination**

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3 Policy 10.E: Salary Review to Determine Inequities Compensation Principles

4 The University of Colorado is committed to providing fair and competitive compensation that will
5 attract, retain, and reward a diverse and high-performing workforce with the requisite experience
6 and skills to execute the University's goals. The university provides equal pay for substantially
7 similar work in accordance with state and federal law. The university strives to ensure fair and
8 competitive pay with relevant external job markets while ensuring good stewardship of public
9 funds. By ensuring consistent pay practices for similarly situated employees, there is a solid
10 foundation for attracting and retaining a diverse and talented employee population.

11 ~~Salaries for faculty at the University of Colorado are based on merit and market considerations,~~
12 ~~with each department being responsible for determining the salaries of its members based on~~
13 ~~their performance in teaching, research, and service. Beyond that, there is a procedure whereby~~
14 ~~the department is authorized to make adjustments if there are inequities in its salary structure.~~
15 ~~Individuals who are dissatisfied with their salary have the right to appeal through administrative~~
16 ~~channels and to seek a review through that appeal, and if the subsequent action is not~~
17 ~~satisfactory, they may appeal to the Privilege and Tenure Committee.~~

18 ~~The first part of the procedure is a statistical review using quantitative variables--age, year of~~
19 ~~terminal degree, and length of service in the University--in a multiple linear regression. The~~
20 ~~regression equation is first run with data for white male faculty members to arrive at a prediction~~
21 ~~line for their salaries. A similar kind of calculation then is done for women and minorities on the~~
22 ~~faculty. This method is not completely satisfactory because the kind of variables it includes are~~
23 ~~not reflective of merit but are more typical of factors employed in a state personnel system. It is~~
24 ~~used to flag individuals whose salaries fall at the extremes, so that they may be examined in a~~
25 ~~second stage.~~

26 ~~In the second stage, the department--under the supervision of the vice chancellor for academic~~
27 ~~affairs, who has ultimate responsibility for the salary-setting process--conducts an individual~~
28 ~~review of the flagged salaries based on the merit and market criteria originally used. At that~~
29 ~~point, the department can make further adjustments.~~

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31 Last Amended: March 15, 1984

32 History:

- 33 • Adopted March 15, 1984, pp. 394-402

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