

University of Denver Faculty Senate

Finance and Budget Committee

MEMORANDUM

TO: Faculty Senate
FROM: Finance and Budget Committee
DATE: September 26, 2005
RE: Salary Study

As you know, the Finance and Budget Committee (the Committee) completed its Salary Study Report (the Report) in academic year 2004-2005. This report was presented to then Provost Coombe and Chancellor Ritchie, as well as to the Board of Trustees' Finance and Faculty and Educational Affairs Committees. The Report is an attempt to quantify the relative salary position of the University of Denver compared to relevant groupings of other universities, identified in the UPAC report on sustainability. The Report has been well received by the administration and the Board. The Report is presented here as an attachment to this memo, as a report to the Faculty Senate by the Committee. It will also be posted on the Faculty Senate Website, www.du.edu/facsen.

As was mentioned in the relevant Senate Meeting where the results were presented in May 2004, and by several members of the administration and Board of Trustees, the results are very general in form, and the comparison groups may not be the relevant groups for all units of the University. The administration is willing to formulate a plan of action for the future, but wants to base that action on the best available information.

As a result of the Report and several meetings between the Chairman of the Committee, the President of the Faculty Senate, and the Provost's Office there will be continuing and detailed research on the issue. The current President of the Senate, Cathy Potter (GSSW), and current Chairman of the Committee, David Cox (School of Finance), will work with representatives of Human Resources (HR) and the Provost to advance the research during this academic year. A much more detailed analysis of salary patterns, at the department level and using customized comparisons, is possible using a new dataset available to our HR Department. Because of the detail involved, many of the results may be confidential, so a full report back to the Faculty Senate may be impossible. However, updates on planning, methodology and findings will be provided to both the Committee and the Faculty Senate as available and appropriate.

If you have any questions or concerns regarding this issue, please feel free to contact either Cathy Potter or David Cox. Thank you.