

Article 16 Compensation  
Section 9. Market Adjustment.

Compression/market adjustments will continue to be determined by appropriate benchmarking within disciplines, using College and University Professional Association for Human Resources (CUPA-HR) data for comparable institutions. The process of selecting "benchmark" institutions would generally entail:

- A. The deans identifying appropriate "benchmarking" institutions from input provided by each department
- B. The deans then arriving at a common list of "benchmarking" institutions for the college, and
- C. The Council of Deans then arriving at a list of "benchmarking" institutions for the entire institution based on the lists provided by each college.

The following formula will be used to determine allocation to each discipline separately for the rank of professor and associate professor:

$$\frac{(B_i - U_i)S_i}{\sum (B_i - U_i)S_i} \times T = \text{amount allocated to } i^{\text{th}} \text{ discipline. To be denoted by A.}$$

- $B_i$  represents the ratio of  $i^{\text{th}}$  discipline's average salaries to the average salaries paid to all faculty in rank at benchmark schools.
- $U_i$  represents the ratio of  $i^{\text{th}}$  discipline's average salaries to the average salaries paid to all faculty in rank at The University of Akron
- $S_i$  represents the total salary of all professors (and similarly will be  $S_i$  for associate professors) in the  $i^{\text{th}}$  discipline.
- $\sum$  (sigma) represents sum over all disciplines for which  $(B_i - U_i) > 0$ .
- $T$  represents the total market adjustment pool for professors (similarly  $T$  pool for associate professors)
- Initially,  $(B_i - U_i)$  will be capped at .10 for professors and at .05 for associate professors.
- The Provost will distribute monies to deans, earmarked for specific disciplines and each rank within discipline. Deans will further distribute the money to respective departments.

- Half of the amount allocated to the department will be distributed to the bargaining unit faculty of a particular rank using the following formula:

$$a_i = \left( \frac{d_i}{\sum_{j=1}^N d_j} \right) \times A/2$$

where

$A$  is the total market adjustment pool

$d_i$  is the deficit for the Member in question

$d_j$  is the deficit for each Member

$N$  is the total number of Members for the purposes of this section; hence the summation in the formula above is the total deficit for all Members affected by this section

- Chairs in consultation with at least 2 elected bargaining unit faculty of the department will determine the allocation of the other half based on the full history of documented performance of bargaining unit faculty at The University of Akron. Each allocation to the bargaining unit faculty member shall be supported by written documentation of the basis and justification for the allocation based on a majority vote of the chair and elected bargaining unit faculty.