

Instructions for Market Compression Adjustments effective 2006

Please note: Departments must complete their evaluations for merit increases effective 2006 prior to establishing the market compression amounts effective 2006.

Each eligible department¹ should receive this set of guidelines & information, a copy of the pertinent contract section, a list of professors and associate professors potentially eligible² for the market correction along with the formula driven correction already calculated, and the amounts available for allocation to professors and associate professors (two separate pools) via the “holistic” career/market review by the departmental committee consisting of the department chair and at least two elected bargaining unit faculty. In addition, copies of the applicable contract sections are attached.

Steps:

- Review the attached list and contact Sabrina Andrews (sandrews@uakron.edu) immediately if you have questions about the list.
- The bargaining unit faculty of the department elect at least two³ bargaining unit faculty to serve along with the department chair as the market adjustment committee for the department.⁴
- The market adjustment committee allocates the professor and associate professor market adjustment pools amongst the eligible professors and associate professors respectively⁵.
 - This allocation is to be based on the full history of documented performance of each bargaining unit faculty while at The University of Akron.
 - The allocations are decided by majority vote of the market adjustment committee.
 - The allocations shall be supported by written documentation of the basis and justification for the allocation
- The allocations and written rationale are returned to the Provost’s office via the department chair and college dean. Please note the allocations on the spreadsheet provided.
- Please complete your market allocations as expeditiously as is practical to facilitate implementation of the evaluations for merit increases effective 2007 and market increases effective 2007.

Administrators with questions should contact Chand Midha (cmidha@uakron.edu). Bargaining unit faculty with questions should contact Mike Cheung (cheung@uakron.edu).

¹ For the purposes of the market adjustment, Wayne Campus will operate as a single department with the Director of Faculty corresponding to the department chair.

² The list the department receives will not have been compared to faculty merit outcomes. Per the contract, faculty receiving less than a satisfactory merit evaluation are not eligible for the market adjustment. Chairs are instructed to notify Associate Provost Midha should any of the faculty listed as potentially eligible are ineligible due to merit evaluation outcomes. Also, please note that the contract specifies that only faculty who were members of the bargaining unit on BOTH the first day of Fall semester 2004 and July 1, 2006 are potentially eligible for market adjustment. Faculty with salaries identified as high outliers for their departments have been excluded from the market adjustment.

³ The default committee is composed of the department chair and two elected bargaining unit faculty. The department may request to have a larger number of bargaining unit faculty elected to the committee. This is subject to approval by the appropriate Dean. In cases where there is only one bargaining unit faculty member in the department then the committee will be composed of that bargaining unit faculty member and the chair.

⁴ This election of the bargaining unit faculty should follow the procedures for representative election in the department’s bylaws if these exist. If there are no applicable department bylaw procedures, the election shall be by secret ballot, with the ballot consisting of two (or more if the department has elected a larger committee) selections by each elector (bargaining unit faculty), simple majority required for election and successive elimination of the low vote getter if multiple ballots are necessary. It is recommended that diversity be one of the guiding criteria for these department elections.

⁵ The professor and associate professor pools are allocated completely separately.