

# Chair Compensation Model

## Introduction

This model for determining the level of compensation for department chairs has two parts. In the first, departments are assigned basic levels according to a number of size factors. In the second, additional “complexity points” are added to the base level to determine the final amount of compensation.

## Implementation

The new compensation model will be implemented effective September 1, 2005. If a current chair’s stipend increases under the new formula, the increase will begin effective September 1, 2005. If a current chair’s stipend would decrease under the new formula, the existing stipend will be grandfathered until the end of the chair’s current term.

## Base Level

In order to determine a level for the base salary, all departments will be assigned to one of four levels for each of the following factors:

1. Total headcount faculty
2. Total IFTE students taught
3. FTE tenured and tenure-track faculty
4. # of undergraduate student majors
5. # of graduate student majors

For each factor, a department is assigned the number of the level for items 1 and 2, and one half the number of the level for items 3, 4 and 5. The total is divided by 3.5 to determine the level for that academic year. A department’s level will be determined using three-year averages for each factor. Each time the chair turns over, the department’s level will be recalculated.

Factors 1 and 2 are given the most weight because they indicate the numbers of faculty and students with whom the chair must deal. Factor 3 gives additional weight for the number of major faculty personnel actions and faculty mentoring for which the chair is responsible. Factors 4 and 5 take into account the extra work generated from large numbers of undergraduate or graduate majors. The data for departments is generated by the Office of Institutional Research.

## FACTORS:

Level	Headcount faculty	IFTE students	FTE track faculty	Undergrad majors	Graduate majors	Base comp <sup>1</sup>
1	10 or less	100 or less	6 or less	100 or less	50 or less	\$A
2	11 to 20	101 to 200	7 to 10	101 to 200	51 to 100	\$B
3	21 to 30	201 to 300	11 to 16	201 to 300	101 to 200	\$C
4	31 or more	301 and above	17 or more	301 and above	Above 201	\$D

<sup>1</sup> Base compensation levels will be established for AY 05/06 and reviewed annually during budget discussions.

## Complexity Points

Once a department's base level has been determined, points will be added for various complexity factors. Each full complexity point is worth an additional \$500 in compensation. The complexity factors are:

- Management of facilities (1 point)
- External funding (1 point is given if the chair's department manages *at least 5* externally-funded projects with a combined total of *at least \$250k* OR *at least one* externally-funded project that has an award *in excess of \$500k*)
- Multiple undergraduate majors [not tracks] in a single department or multiple graduate majors in a graduate-only department (0.5 point)<sup>2</sup>
- IFTE students taught above 400 (0.5 point)
- HC undergraduate majors above 400 (0.5 point)

The highest point value is assigned to departments in which there is significant external funding or where there are facilities to maintain. Both these factors increase the chair's responsibilities. The third complexity factor addresses the additional demands on a chair should there be multiple academic majors (not tracks—see footnote). Finally there are a few departments that are very large, and the additional points address this issue which is not captured in the base level table.

## Sample Application of the model:

### Large department

- HC faculty: 28 = factor 1, level 3 = 3 points
- IFTE students taught: 474.5 = factor 2, level 4 = 4 points
- FTE track faculty: 21.4 = factor 3, level 4 = 2 points
- Undergraduate HC majors: 442 = factor 4, level 4 = 2 points
- Graduate HC majors: 34 = factor 5, level 4 = 2 points  
 $3+4+2+2+2 = 13/3.5 = 3.72^3 = \text{level 4 base compensation (\$D)}$

The department receives the following complexity points:

- Facilities: 1 point
  - External funding: 1 point
  - Multiple majors: 0 points
  - IFTE students taught above 400: 0.5 point
  - HC undergraduate majors above 400: 0.5 point
- Total 3 complexity points. Final compensation is  $\$D + (3 \times \$500)$ .

### Small department

- HC faculty: 15 = factor 1, level 2 = 2 points
- IFTE students taught: 134 = factor 2, level 2 = 2 points
- FTE track faculty: 6 = factor 3, level 1 = 0.5 points
- Undergraduate HC majors: 61 = factor 4, level 1 = 0.5 points
- Graduate HC majors: 0 = factor 5, level 1 = 0.5 points  
 $2+2+0.5+0.5+0.5 = 5.5/3.5 = 1.58 = \text{level 2 base compensation (\$B)}$   
This department receives no complexity points. Total compensation is  $\$B$ .

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<sup>2</sup> Departments with both undergraduate and graduate programs have GPDs to help with the graduate administrative work. If a graduate-only department does not have both a chair and a GPD, then multiple graduate majors [not tracks] should be considered to add the same kind of work as multiple undergraduate majors.

<sup>3</sup> Base level scores are rounded up to a single decimal. Scores of x.5 are moved to the next level.