

Esteemed President McClure,

We write you to address an ongoing concern on Adams State University's campus regarding faculty pay inequalities. As you may know, ASU professors and staff members are paid substantially less than colleagues at comparable institutions. In fact, our current effort to move faculty and staff up to 72.5% of our CUPA peer average salaries is indicative of the nature of pay scales on our campus. Our present goal is more than 25% below CUPA averages. Despite this, a select group of individuals on our campus are paid well above 100% of CUPA average. This is particularly evident among those working in administration and on the coaching staff. While we recognize that these inequalities stem from historic precedents that we cannot easily change in the short run, we do believe that there are a number of concrete steps we can take to improve our employees' purchasing power of parity in the years to come. What follows are our humble recommendations, which we ask that you share with the Board of Trustees, as well as any stakeholders that you feel may gain insight from our suggestions.

1. We need to make a concerted effort to hire faculty and staff within a consistent CUPA range. To this end, nobody should be hired below 80% of CUPA average just as nobody should be hired at more than 100% of CUPA average for their position. In fact, until everyone on our campus is up to 100% of CUPA average for their position, we would deem it professionally irresponsible to continue to hire faculty or staff at more than 100% of CUPA average. To be clear, we are not calling for an end of pay inequalities at ASU. Quite the contrary, we are merely asking that employees' pay consistently be based on the pay scale differences outlined in CUPA.
2. We need to *immediately* discontinue the practice of returning administrators to tenure lines, or transitioning administrators to departments as tenured faculty, at pay rates well above their tenured position's CUPA rate. This practice is inherited from R-1 institutions, where a much wider group of faculty and staff members have the opportunity to apply for administrative positions. Furthermore, these larger institutions have the financial capital necessary to support such practices. However, since the 2008 recession, larger institutions have moved away from awarding base salary increases for administrators and have opted instead for supplemental contracts that are valid only during the contractual period stipulated in the individual's administrative contract. If such practices are unsustainable for flagship institutions like CU Boulder and UNM, then they are certainly not sustainable at ASU. In this sense, we need to update our practices in order to be in line with best practices elsewhere.

Our concerns stem from a recent example within the VPAA's office. As many of you may know, the current VPAA, Dr. Frank Novotny, is returning to his home department this summer. Our understanding is that he will do so at nearly 90% of his current salary of about \$139,000. Thus, his salary as a full professor of Chemistry for Fall 2016 will be roughly \$125,100. This figure represents nearly three tenure track faculty lines and is roughly 160% of CUPA average for a full professor of chemistry. At this rate, he will have the most favorable CUPA percentage on campus. Furthermore, his salary will pay him at a rate of nearly twice that of his department Chair. A similar example is found in Dr. Mumper, who transitioned back to faculty at a salary much higher than the average CUPA rate for his position in his department, though the specifics of his salary negotiation are not known to this committee.

With this in mind, we request that all future administrators with a tenure line be paid a base salary equivalent to 100% of their home department's CUPA rate for their position. Obviously, while administrators serve in administration they should be compensated with a supplemental, time-sensitive contract that ends the day they end their services as an administrator.

In closing, we would like to emphasize the fact that our initiative stems from our genuine interest in retaining faculty and staff and supporting the long-term stability of our institution. Given the dire economic conditions within Higher Education in the state of Colorado, we firmly believe that it is within our civic duty to address this practice. Continuing to support such blatant inequalities will not only harm our institution in the short-run, it will impede the success and stability of Adams State University well into the future. It is our duty to stand strong for the principles this institution was built upon, and we believe that our initiative will support our mission of providing quality education to our student body at a reasonable price.

We thank you in advance for your time and consideration.

Respectfully,

Faculty Senate