

# Developing an Academic Compensation Equity (ACE) Plan

Becky Dutch, Ph.D.

Vice Dean for Research, Professor of Molecular and Cellular Biochemistry  
University of Kentucky College of Medicine

## The Challenge

Create and implement a basic science faculty compensation model within one year

## The Plan must:

- Be fair and transparent to all members of the faculty.
- Provide long-term sustainability, growth, and future investment potential for the college.
- Link total compensation to productivity to guarantee excellence of our faculty and college.
- Be predictable to ensure faculty could anticipate their total compensation year to year.

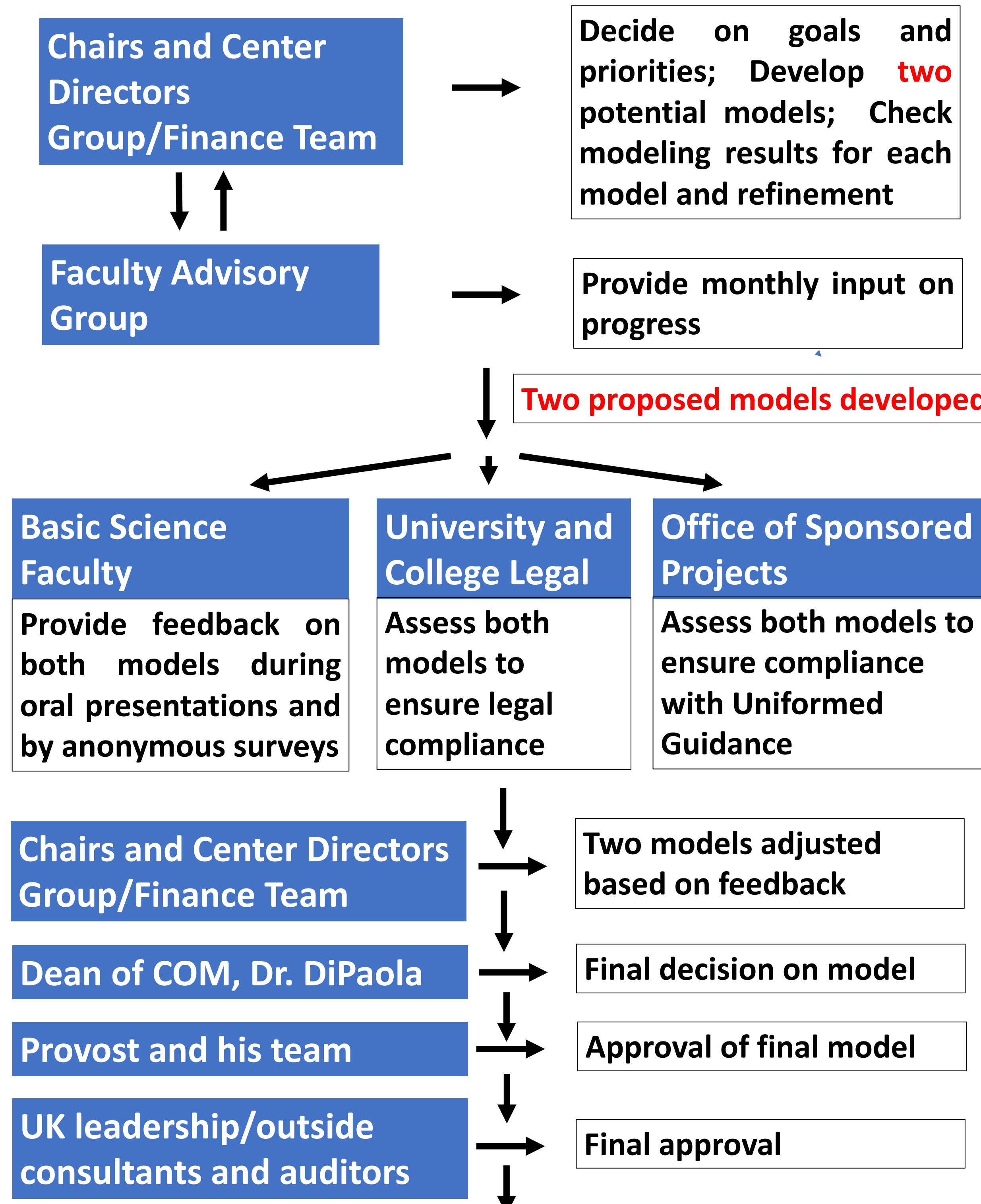
## Key Team members

Roxie Allison, Associate Chief Financial Officer  
Jessica Sloan, College of Medicine Finance Director  
Lisa Tannock, Senior Associate Dean for Faculty Affairs  
Jim Geddes, Vice Dean for Research  
Robert DiPaola, Dean of the College of Medicine

The Basic Science Chairs and Center Directors group



## The Process



Implemented July 1, 2021

## The Plan

Academic Compensation Equity Plan		
Tier A	PE ≤ 2; < 20% committed effort total in research, classroom teaching, service and administration combined	
Tier B (<15% committed research effort)		
Low	PE > 2	two of the following present: teaching effort ≤ 20%; instruction PE scores < 3.0; years in rank 1-3
Medium	PE ≥ 2.5	two or the following are present: teaching effort ≥ 20%, instruction PE scores ≥ 3.0, years in rank > 3
High	PE ≥ 3.0	At least 20% classroom teaching effort and at least two of: teaching effort ≥ 50%; instruction PE scores ≥ 4; years
Tier C	PE ≥ 3; ≥15% funded research effort and combined funded research effort + classroom teaching effort > 20%	
Tier D	PE ≥ 4; ≥30% funded research effort and combined funded research effort + classroom teaching effort > 40%	
Tier E	PE ≥ 4; ≥50% funded research effort and combined funded research effort + classroom teaching effort > 60%	

## Important points

- Each Tier has a salary range of 20- 30,000. Placement within that range is done by the department chair or center director based on factors such as service leadership, mentoring, time in rank, etc.
- A Dean's office committee has final approval to ensure equity
- Salaries represent the accepted institutional base salary, and occur at the start of the new academic year
- Salary increases occur at the start of the new year
- **Salary decreases occur after a 3-year period of reduced productivity**
- Yearly analysis of effects on retention, equity and faculty satisfaction will be performed
- **Overall faculty response has been extremely positive**

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