Developing an Academic Compensation Equity (ACE) Plan
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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 Challenge
Create and implement a basic science faculty compensation model within one year

The Process
Chairs and Center Directors Group/Finance Team
- Decide on goals and priorities; Develop two potential models; Check modeling results for each model and refinement

Faculty Advisory Group
- Provide monthly input on progress
- Two proposed models developed

Basic Science Faculty
- Provide feedback on both models during oral presentations and by anonymous surveys

University and College Legal
- Assess both models to ensure legal compliance

Office of Sponsored Projects
- Assess both models to ensure compliance with Uniformed Guidance

The Plan

Academic Compensation Equity Plan

<table>
<thead>
<tr>
<th>Tier</th>
<th>PE</th>
<th>Requirements</th>
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<tbody>
<tr>
<td>Tier A</td>
<td>≤ 2</td>
<td>&lt; 20% committed effort total in research, classroom teaching, service and administration combined</td>
</tr>
<tr>
<td>Tier B</td>
<td>&gt; 2.5</td>
<td>Two of the following present: teaching effort ≤ 20%; instruction PE scores &lt; 3.0; years in rank 1-3</td>
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<tr>
<td>Tier C</td>
<td>&gt; 3.0</td>
<td>At least 20% classroom teaching effort and at least two of: teaching effort ≥ 50%; instruction PE scores ≥ 4; years in rank ≥ 3</td>
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<tr>
<td>Tier D</td>
<td>≥ 3</td>
<td>≥15% funded research effort and combined funded research effort + classroom teaching effort &gt; 20%</td>
</tr>
<tr>
<td>Tier E</td>
<td>≥ 4</td>
<td>≥30% funded research effort and combined funded research effort + classroom teaching effort &gt; 40%</td>
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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

Implemented July 1, 2021

Presented at the 2021 ELAM® Poster Forum