



To: Dr. Steve Kinslow, President

From: Geraldine J. Tucker, Vice President

Date: June 13, 2011

RE: Faculty Market Adjustments

In compliance with Board Policy F-10, Employee Compensation, the staff secured the Texas Community College Teachers Association (TCCTA) Salary Study. The objective of using the TCCTA data is to ensure that ACC's faculty salaries are in the top three of the major metropolitan community colleges.

Full-time Faculty Compensation

Last year employees did not receive a step increase, therefore it was expected that market adjustments would need to be made to some cells on the grid. The analysis compares the minimum and maximum salaries at the metropolitan community colleges for Bachelors, Masters and PhDs. Analysis of the TCCTA data indicated the following:

- All points throughout the grid lost at least one ranking and
- All points, except the PhD maximum fell below the top three of the metro community colleges.

To address these issues, it is recommended that the college restore the step not given last year. Restoring the step will move the faculty back into the top 3 at all points, except for the minimum Masters which would still be ranked #4. To move the minimum masters into the top 3, additional market adjustments, over and beyond the restored step, are recommended.

In addition, the Full-Time Faculty grid has structural issues, particularly in steps 1-10. These issues have occurred over time and need to be corrected to ensure the integrity of the grid. It is recommended that additional upward adjustments be made, as needed, to correct the structural issues.

The Faculty Senate has met with the staff to discuss the proposal. While they have indicated a concern about the TCCTA data, the administration supports the use of the TCCTA Salary Survey as required by Board policy. The Faculty Senate has indicated the data they have secured directly from the colleges differs from the TCCTA Salary Survey. Neil Vickers will be meeting with the representatives to discuss the processes and the data.

While the amount of the individual increases will vary, all full-time faculty will be getting an increase of some amount. The total cost of the restructuring and market adjustments is about \$1.3 million.

Adjunct Faculty Compensation

The Adjunct Faculty Placement Grid will need to be adjusted in relation to the adjustments made to the Full-Time Faculty Grid. In addition, the staff will conduct an analysis to determine whether the adjunct faculty salaries meet the comparable full-time faculty levels as required by Board policy. The cost of market adjustments for adjunct faculty and full-time faculty overloads (which are paid at the adjunct rate) is about \$500,000.

FY2011 Restructured and Market Adjusted

Proposed Grid					
	1	2	3	4	5
1	38,482	42,330	44,447	46,669	49,002
2	39,174	43,092	45,247	47,509	49,884
3	39,880	43,868	46,061	48,364	50,782
4	40,597	44,657	46,890	49,235	51,696
5	41,328	45,461	47,734	50,121	52,627
6	42,072	46,279	48,593	51,023	53,574
7	42,829	47,112	49,468	51,941	54,538
8	43,600	47,960	50,358	52,876	55,520
9	44,385	48,824	51,265	53,828	56,520
10	45,184	49,703	52,188	54,797	57,537
11	45,997	50,597	53,127	55,783	58,573
12	46,825	51,508	54,083	56,787	59,627
13	47,668	52,435	55,057	57,810	60,700
14	48,526	53,379	56,048	58,850	61,793
15	49,400	54,340	57,057	59,910	62,905
16	50,289	55,318	58,084	60,988	64,037
17	51,194	56,314	59,129	62,086	65,190
18	52,116	57,327	60,194	63,203	66,363
19	53,054	58,359	61,277	64,341	67,558
20	54,009	59,410	62,380	65,499	68,774
21	54,981	60,479	63,503	66,678	70,012
22	55,970	61,568	64,646	67,878	71,272
23	56,978	62,676	65,810	69,100	72,555
24	58,004	63,804	66,994	70,344	73,861
25	59,048	64,952	68,200	71,610	75,190
26	60,110	66,122	69,428	72,899	76,544
27	61,192	67,312	70,677	74,211	77,922
28	62,294	68,523	71,949	75,547	79,324
29	63,415	69,757	73,245	76,907	80,752
30	64,557	71,012	74,563	78,291	82,206
31	65,719	72,291	75,905	79,700	83,685
32	66,902	73,592	77,271	81,135	85,192
33	68,106	74,916	78,662	82,595	86,725
34	69,332	76,265	80,078	84,082	88,286
35	70,580	77,638	81,520	85,596	89,875
36	71,850	79,035	82,987	87,136	91,493
37	73,143	80,458	84,481	88,705	93,140

FY2011 Grid - Step Percentage					
	1	2	3	4	5
1					
2	1.80%	1.80%	1.80%	1.80%	1.80%
3	1.80%	1.80%	1.80%	1.80%	1.80%
4	1.80%	1.80%	1.80%	1.80%	1.80%
5	1.80%	1.80%	1.80%	1.80%	1.80%
6	1.80%	1.80%	1.80%	1.80%	1.80%
7	1.80%	1.80%	1.80%	1.80%	1.80%
8	1.80%	1.80%	1.80%	1.80%	1.80%
9	1.80%	1.80%	1.80%	1.80%	1.80%
10	1.80%	1.80%	1.80%	1.80%	1.80%
11	1.80%	1.80%	1.80%	1.80%	1.80%
12	1.80%	1.80%	1.80%	1.80%	1.80%
13	1.80%	1.80%	1.80%	1.80%	1.80%
14	1.80%	1.80%	1.80%	1.80%	1.80%
15	1.80%	1.80%	1.80%	1.80%	1.80%
16	1.80%	1.80%	1.80%	1.80%	1.80%
17	1.80%	1.80%	1.80%	1.80%	1.80%
18	1.80%	1.80%	1.80%	1.80%	1.80%
19	1.80%	1.80%	1.80%	1.80%	1.80%
20	1.80%	1.80%	1.80%	1.80%	1.80%
21	1.80%	1.80%	1.80%	1.80%	1.80%
22	1.80%	1.80%	1.80%	1.80%	1.80%
23	1.80%	1.80%	1.80%	1.80%	1.80%
24	1.80%	1.80%	1.80%	1.80%	1.80%
25	1.80%	1.80%	1.80%	1.80%	1.80%
26	1.80%	1.80%	1.80%	1.80%	1.80%
27	1.80%	1.80%	1.80%	1.80%	1.80%
28	1.80%	1.80%	1.80%	1.80%	1.80%
29	1.80%	1.80%	1.80%	1.80%	1.80%
30	1.80%	1.80%	1.80%	1.80%	1.80%
31	1.80%	1.80%	1.80%	1.80%	1.80%
32	1.80%	1.80%	1.80%	1.80%	1.80%
33	1.80%	1.80%	1.80%	1.80%	1.80%
34	1.80%	1.80%	1.80%	1.80%	1.80%
35	1.80%	1.80%	1.80%	1.80%	1.80%
36	1.80%	1.80%	1.80%	1.80%	1.80%
37	1.80%	1.80%	1.80%	1.80%	1.80%

FY2011 Grid - Level Percentage					
	1	2	3	4	5
1	10.00%	5.00%	5.00%	5.00%	5.00%
2	10.00%	5.00%	5.00%	5.00%	5.00%
3	10.00%	5.00%	5.00%	5.00%	5.00%
4	10.00%	5.00%	5.00%	5.00%	5.00%
5	10.00%	5.00%	5.00%	5.00%	5.00%
6	10.00%	5.00%	5.00%	5.00%	5.00%
7	10.00%	5.00%	5.00%	5.00%	5.00%
8	10.00%	5.00%	5.00%	5.00%	5.00%
9	10.00%	5.00%	5.00%	5.00%	5.00%
10	10.00%	5.00%	5.00%	5.00%	5.00%
11	10.00%	5.00%	5.00%	5.00%	5.00%
12	10.00%	5.00%	5.00%	5.00%	5.00%
13	10.00%	5.00%	5.00%	5.00%	5.00%
14	10.00%	5.00%	5.00%	5.00%	5.00%
15	10.00%	5.00%	5.00%	5.00%	5.00%
16	10.00%	5.00%	5.00%	5.00%	5.00%
17	10.00%	5.00%	5.00%	5.00%	5.00%
18	10.00%	5.00%	5.00%	5.00%	5.00%
19	10.00%	5.00%	5.00%	5.00%	5.00%
20	10.00%	5.00%	5.00%	5.00%	5.00%
21	10.00%	5.00%	5.00%	5.00%	5.00%
22	10.00%	5.00%	5.00%	5.00%	5.00%
23	10.00%	5.00%	5.00%	5.00%	5.00%
24	10.00%	5.00%	5.00%	5.00%	5.00%
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29	10.00%	5.00%	5.00%	5.00%	5.00%
30	10.00%	5.00%	5.00%	5.00%	5.00%
31	10.00%	5.00%	5.00%	5.00%	5.00%
32	10.00%	5.00%	5.00%	5.00%	5.00%
33	10.00%	5.00%	5.00%	5.00%	5.00%
34	10.00%	5.00%	5.00%	5.00%	5.00%
35	10.00%	5.00%	5.00%	5.00%	5.00%
36	10.00%	5.00%	5.00%	5.00%	5.00%
37	10.00%	5.00%	5.00%	5.00%	5.00%

Full-Time Faculty Headcount Placement Grid

	1	2	3	4	5	
1	-	-	-	-	-	-
2	-	2.00	1.00	3.00	2.00	8.00
3	-	9.00	1.00	2.00	1.00	13.00
4	-	9.00	2.00	2.00	5.00	18.00
5	-	11.00	4.00	2.00	3.00	20.00
6	-	4.00	2.00	3.00	3.00	12.00
7	1.00	3.00	2.00	4.00	5.00	15.00
8	-	11.00	4.00	3.00	2.00	20.00
9	-	4.00	3.00	1.00	4.00	12.00
10	-	5.00	5.00	4.00	3.00	17.00
11	1.00	8.00	6.00	17.00	15.00	47.00
12	-	8.00	3.00	7.00	3.00	21.00
13	-	8.00	8.00	7.00	4.00	27.00
14	1.00	9.00	5.00	5.00	5.00	25.00
15	-	4.00	5.00	3.00	5.00	17.00
16	-	6.00	7.00	8.00	10.00	31.00
17	-	1.00	3.00	2.00	2.00	8.00
18	-	4.00	1.00	4.00	8.00	17.00
19	-	3.00	7.00	18.00	11.00	39.00
20	-	6.00	6.00	6.00	8.00	26.00
21	-	2.00	3.00	6.00	3.00	14.00
22	-	4.00	5.00	2.00	6.00	17.00
23	-	3.00	1.00	5.00	4.00	13.00
24	-	-	1.00	5.00	2.00	8.00
25	-	2.00	1.00	8.00	5.00	16.00
26	-	2.00	-	5.00	5.00	12.00
27	-	1.00	2.00	4.00	6.00	13.00
28	-	5.00	1.00	1.00	5.00	12.00
29	-	3.00	-	3.00	2.00	8.00
30	-	1.00	1.00	-	4.00	6.00
31	-	1.00	1.00	-	1.00	3.00
32	-	2.00	1.00	5.00	6.00	14.00
33	1.00	1.00	2.00	2.00	7.00	13.00
34	-	2.00	3.00	3.00	1.00	9.00
35	-	-	2.00	-	3.00	5.00
36	-	4.00	2.00	1.00	5.00	12.00
37	-	4.00	7.00	8.00	14.00	33.00
	4.00	152.00	108.00	159.00	178.00	601.00

Proposed FY12 Adjunct Placement Grid - LEH

	1	2	3	4	5
1	830	913	959	1,007	1,057
2	845	929	976	1,025	1,076
3	860	946	993	1,043	1,095
4	876	963	1,011	1,062	1,115
5	891	981	1,030	1,081	1,135
6	907	998	1,048	1,100	1,156
7	924	1,016	1,067	1,120	1,176
8	940	1,034	1,086	1,140	1,197
9	957	1,053	1,106	1,161	1,219
10	975	1,072	1,126	1,182	1,241