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## Policy 10E: Salary Review to Determine Inequities <sup>[1]</sup>

Salaries for faculty at the University of Colorado are based on merit and market considerations, with each department being responsible for determining the salaries of its members based on their performance in teaching, research, and service. Beyond that, there is a procedure whereby the department is authorized to make adjustments if there are inequities in its salary structure. Individuals who are dissatisfied with their salary have the right to appeal through administrative channels and to seek a review through that appeal, and if the subsequent action is not satisfactory, they may appeal to the Privilege and Tenure Committee.

The first part of the procedure is a statistical review using quantitative variables--age, year of terminal degree, and length of service in the University--in a multiple linear regression. The regression equation is first run with data for white male faculty members to arrive at a prediction line for their salaries. A similar kind of calculation then is done for women and minorities on the faculty. This method is not completely satisfactory because the kind of variables it includes are not reflective of merit but are more typical of factors employed in a state personnel system. It is used to flag individuals whose salaries fall at the extremes, so that they may be examined in a second stage.

In the second stage, the department--under the supervision of the vice chancellor for academic affairs, who has ultimate responsibility for the salary-setting process--conducts an individual review of the flagged salaries based on the merit and market criteria originally used. At that point, the department can make further adjustments.

Last Amended: March 15, 1984

History:

Adopted March 15, 1984, pp. 394-402

### **Groups audience:**

Board of Regents

### **OG vocabulary:**

Regent Policies

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