

Appendix A

CEPEWA Methodology for Tenured and Tenure-Track Faculty

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A&S Arts & Humanities

Full professor

Predicted salary = $51514.68 + 2918.22 * \text{Years Since Highest Degree} - 3704.30 * \text{Years in Position} + 20937.55 * \text{Retention} + \text{Tenure Locus Department} + 13766.72 * Z \text{ merit score average } 2017-21$

Tenure Locus Department

37462.52	AAAH
22164.97	ALAC
42284.59	CLAS
51902.07	ENGL
53962.18	FILM
41223.61	FRIT
46034.25	GSSL
52325.81	HIST
67523.72	HUMN
54344.85	PHIL
21998.28	RLST
46990.04	SPAN
0	THDN

Associate professor

Predicted salary = 76983.84 + 669.15* Years Since Highest Degree – 447.79* Years in Position + 11161.36* Retention + Tenure Locus Department + 1860.66*Z merit score average 2017-21

Tenure Locus Department

-3997.84	AAAH
-289.40	ALAC
15677.58	CLAS
10223.38	ENGL
4323.28	FILM
4246.45	FRIT
5934.09	GSLI
7418.07	HIST
14525.58	PHIL
3433.90	RLST
3916.07	SPAN
0	THDN

Assistant professor

Predicted salary = 85207.27 + -20.51* Years at CU – 700.16* Years in Rank + Tenure Locus Department + 1099.90*Z merit score average 2017-21

Tenure Locus Department

-1744.33	AAAH
-115.79	ALAC
-968.07	CLAS
-1251.78	ENGL
-382.20	FILM
-3713.42	FRIT
7277.26	GSLI
-2609.74	HIST
6023.36	PHIL
-4179.49	RLST
-1872.65	SPAN
0	THDN

Instructor-track and clinical faculty

Predicted salary = 60087.29 + 23.65* Years in Position – 29.15* Years in Instructor Rank+ 376.00 Years at CU -7623.90 Instructor + Department

Department

1461.29	AAAH
3330.20	AHPC

1314.90	ALAC
28424.63	ASIA
-7844.40	CLAS
13391.61	ENGL
-3389.34	FILM
131.17	FRIT
-2247.68	GSLI
-6309.07	HIST
-19549.00	HUMN
403.06	JWST
5165.14	PHIL
2904.67	PWRT
-4124.25	SPAN
0	THDN

A&S Natural Sciences

Full professor

Predicted salary = 89434.14 + 792.52* Years Since Highest Degree + 1166.18 * Years in Rank + 17683.22 * Retention + 12759.80 * # Appts + Tenure Locus Department + 9019.80 *Z merit score average 2017-21

Tenure Locus Department

-7808.51	APPM
-6794.78	APS
-9270.96	ATOC
7750.37	BCHM
1885.46	CHEM
-8081.57	EBIO
-17230.8	ENVS
10765.9	GEOG
-20020.4	GEOL
28639.63	IPHY
-22153.0	MATH
3753.77	MCDB
-4396.57	PHYS
0	PSYC

Associate professor

Predicted salary = 99146.50 + 468.31* Years Since Highest Degree – 352.99* Years in Position + 6159.95* Retention + Tenure Locus Department + 116.02*Z merit score average 2017-21

Tenure Locus Department

6252.94	APPM
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6058.04	APS
623.97	ATOC
-2999.72	BCHM
1298.77	CHEM
-1757.22	EBIO
-8030.56	ENVS
6398.55	GEOG
1348.11	GEOL
-3766.60	IPHY
4451.26	MATH
2471.47	MCDB
3269.21	PHYS
0	PSYC

Assistant professor

Predicted salary = 97395.02 + 350.78 * Years Since Highest Degree – 727.77* Years in Position + Tenure
Locus Department

Tenure Locus Department

10075.77	APPM
1313.92	APS
-7183.84	ATOC
-6411.46	BCHM
2159.78	CHEM
-6710.62	EBIO
2955.60	ENVS
-8837.80	GEOG
-8927.78	GEOL
575.94	IPHY
3740.89	MATH
-581.39	MCDB
-678.38	PHYS
0	PSYC

Instructor-track and clinical faculty

Predicted salary = 70386.73 + 846.56* Years in Instructor Rank + Job Title + Department

Job Title

35419.02	Assoc Prof Clinical
-7368.19	Instructor
0	Senior Instructor

Department

1825.95	APPM
29203.49	APS
-4769.79	ATOC
-4994.98	BCHM
-3807.60	CHEM
-11061.8	EBIO
16622.30	ENVS
4237.19	GEOG
-11058.5	GEOL
-8280.76	IPHY
-6334.67	MATH
-2332.89	MCDB
-9146.29	NSPC
7460.3	PHYS
0	PSYC

A&S Social Sciences

Full professor

Predicted salary = $56494.28 + 2630.67 * \text{Years Since Highest Degree} - 18.25 * \text{Years in Rank} + 20081.87 * \text{Retention} + \text{Tenure Locus Department} + 6786.27 * \text{Z merit score average 2017-21}$

Tenure Locus Department

-3525.73	ANTH
61131.25	ECON
34635.22	ETHN
3042.00	LING
17502.09	PSCI
8615.21	SLHS
28791.58	SOCY
0	WMST

Associate Professor

Predicted salary = $84818.22 + 583.61 * \text{Years Since Highest Degree} + 298.37 * \text{Years in Rank} + 10713.38 * \text{Retention} + \text{Tenure Locus Department} + 2316.61 * \text{Z merit score average 2017-21}$

Tenure Locus Department

-4182.93	ANTH
57568.82	ECON
3443.72	ETHN
1026.84	LING
5303.45	PSCI

3916.25	SLHS
7041.53	SOCY
0	WMST

Assistant Professor

Predicted salary = 88277.47 + 1092.86 * Years Since Highest Degree – 2175.51 * Years in Position – 3190.47 * # of Appointments + Tenure Locus Department

Tenure Locus Department

-1263.67	ANTH
52532.52	ECON
-2651.97	ETHN
1670.66	LING
9465.85	PSCI
6894.31	SLHS
6112.16	SOCY
0	WMST

Instructor-track and Clinical Faculty

Predicted salary = 82593.16 + 953.02 * Years as Instructor-track Faculty – 2721.30 # of Appointments + Job Title -15622.30 * A&S Social Sciences + A&S Social Sciences Department

Job Title

40374.12	Assoc Prof – Clinical
-2453.19	Asst Prof – Clinical
-3184.62	Clinical Instructor
-5758.24	Instructor
0	Senior Instructor

Department

3042.12	ANTH
12837.40	ECON
-2056.09	ETHN
723.72	HONR
-3582.11	IAFS
40226.97	LING
2239.20	PSCI
-2439.27	SLHS
-1959.83	SOCY
0	SSPC

Leeds School of Business

Full professor

Predicted salary = $175857.1 + 3319.86 * \text{Years Since Highest Degree} - 24072.8 * \text{Retention} - 33598.3 \#$
Appts + Leeds Division + 60078.22 * Z merit score average 2017-21

Leeds Division

80197.57	ACCT
114994.0	FNCE
-73356.0	MGMT-OLIA
56549.24	MGMT-SEO
0	MKTG

Associate professor

Predicted salary = $230367.6 - 572.17 * \text{Years Since Highest Degree} - 20667.4 * \text{Retention} + \text{Leeds Division}$
+ 8860.66 * Z merit score average 2017-21

Leeds Division

46494.00	ACCT
40290.67	FNCE
-19228.20	MGMT-OLIA
-36114.3	MGMT-SEO
0	MKTG

Assistant professor

Predicted salary = $194208.50 + 1268.56 * \text{Years Since Highest Degree} + \text{Leeds Division} + 629.81 * \text{Z merit}$
score average 2017-21

Leeds Division

33117.80	ACCT
36811.95	FNCE
-26863.90	MGMT-OLIA
22348.10	MGMT-SEO
0	MKTG

Instructor-track and clinical faculty

Predicted salary = $92486.30 - 292.39 * \text{Years in Rank} + 322.53 \text{ Years at CU} - 9435.75 \text{ Instructor} +$
 $29426.50 \text{ New} - 779.00 \text{ N of Appts} + \text{Leeds Division}$

Leeds Division

-2971.88	BU
11527.67	ACCT

26966.84	FNCE
4498.98	MGMT-OLIA
4671.33	MGMT-SEO
12267.68	MKTG
-10253.5	PE
0	SRS

Continuing Education

Instructor-track and clinical faculty

Predicted salary = 139708.5 – 913.24 * Years as Instructor-track Faculty + 251.52 Years at CU + Job Title – 17143.20 * Continuing Education

Job Title

-61118.1	Instructor
0	Senior Instructor

School of Education

Full professor

Predicted salary = 81130.39 + 735.34 * Years Since Highest Degree + 80907 * Years in Rank + 11682.07 * Retention + 22491.16 * Education + 49.28 * Z merit score average 2017-21

Associate professor

Predicted salary = 77149.09 + 490.91 * Years Since Highest Degree – 286.82 * Years in Position + 1424.74 * Retention + 8497.93 * Education + 3589.75 * Z merit score average 2017-21

Assistant professor

Predicted salary = 71574.01 + 374.00 * Years Since Highest Degree – 253.97 * Years in Position + 8546.64 * Education

Instructor-track and clinical faculty

Predicted salary = 61416.14 + 1650.21 * Years as Instructor-track Faculty + Job Title + 9175.22 * Education

Job Title

-8372.21	Instructor
0	Senior Instructor

College of Engineering and Applied Science

Full professor

Predicted salary = $84154.98 + 2779.09 * \text{Years Since Highest Degree} - 983.85 * \text{Years in Position} + 3110.76 * \text{Retention} + 5631.61 * \# \text{ Appts} + \text{Tenure Locus Department} + 10583.35 * Z \text{ merit score average } 2017-21$

Tenure Locus Department

-1583.83	ASEN
24323.42	CHEN
8095.95	CSCI
-9555.32	CVEN
-8.85	ECEN
0	MCEN

Associate professor

Predicted salary = $118372.90 + 1009.91 * \text{Years Since Highest Degree} - 1274.84 * \text{Years in Position} + \text{Tenure Locus Department} + 4598.77 * Z \text{ merit score average } 2017-21$

Tenure Locus Department

-5251.99	ASEN
5664.97	CHEN
4221.92	CSCI
18842.29	CVEN
-539.55	ECEN
-3958.23	ENGR
0	MCEN

Assistant professor

Predicted salary = $99959.85 + 931.78 * \text{Years Since Highest Degree} - 914.07 * \text{Years in Position} + 1347.42 * \# \text{ of Appointments} + \text{Tenure Locus Department} + 1878.48 * Z \text{ merit score average } 2017-21$

Tenure Locus Department

3606.12	ASEN
5673.98	CHEN
7942.63	CSCI
-882.83	CVEN
6606.73	ECEN
-28149.80	ENGR
0	MCEN

Instructor-track and clinical faculty

Predicted salary = $88181.49 + 678.55 * \text{Years in Position} - 101.55 * \text{Years at CU} + \text{Job Title} + \text{Department}$

Job Title

33352.76	Assoc Dean Faculty
-10046.80	Instructor
0	Senior Instructor

Department

11784.27	ASEN
-9014.30	ATLS
11650.89	CHEN
10017.23	CSCI
4324.16	CVEN
6695.54	ECEN
4080.32	EMEN
2130.31	ENGR
-16825.30	HUEN
0	MCEN

Environmental Design Program

Full professor

Predicted salary = $81130.39 + 735.34 * \text{Years Since Highest Degree} + 809.07 * \text{Years in Rank} + 11682.07 * \text{Retention} + 22874.56 * \text{Env Design} + 49.28 * \text{Z merit score average 2017-21}$

Associate professor

Predicted salary = $77149.09 + 490.91 * \text{Years Since Highest Degree} - 286.82 * \text{Years in Position} + 1424.74 * \text{Retention} + 14162.48 * \text{Env Design} + 3589.75 * \text{Z merit score average 2017-21}$

Assistant professor

Predicted salary = $71574.01 + 374.00 * \text{Years Since Highest Degree} - 253.97 * \text{Years in Position} + 13553.43 * \text{Env Design}$

Instructor-track and clinical Faculty

Predicted salary = $82593.16 + 953.02 * \text{Years as Instructor-track Faculty} - 2721.30 * \text{\# of Appointments} + \text{Job Title} + 0 * \text{Env Design}$

Job Title

40374.12	Assoc Prof – Clinical
-2453.19	Asst Prof – Clinical
-3184.62	Clinical Instructor
-5758.24	Instructor

0	Senior Instructor
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Graduate School

Instructor-track and clinical faculty

Predicted salary = 139708.5 – 913.24 * Years as Instructor-track Faculty + 251.52 Years at CU + Job Title + 0 * Graduate School

Job Title

-61118.1	Instructor
0	Senior Instructor

Colorado Law

Full and associate professor

Predicted salary = 134570.60 + 1910.02 * Years of Teaching + Rank + 1778.81 * Z merit score average 2017-21

Rank

23178.20	Distinguished Professor or Full Professor
0	Associate Professor

Instructor-track and clinical faculty

Predicted salary = 82460.83 + 1026.10 * Years of Teaching/Experience+ 1383.40 * # of Appointments + Job Title + Law Area

Job Title

931212.30	Assoc Dean Faculty
345214.8	Assoc Prof – Clinical
-6109.86	Instructor
353030.6	Professor – Clinical
0	Senior Instructor

Law Area

-329835	Clinical
4352.39	Law
-495.79	Legal Writing
0	Library

Libraries

Professor

Predicted salary = 73881.59 + 529.03 * Years Since Highest Degree + 114.91 * Years at CU + Rank + Library Subarea

Area

23233.41	Deans
-8462.35	Faculty
-5558.64	Library
-2857.25	Section
0	Team

Rank

10861.40	Full Professor
5041.54	Associate Professor
0	Assistant Professor

Instructor-track and clinical faculty

Predicted salary = 61416.14 + 1650.21 * Years as Instructor-track Faculty + Job Title + 14617.37 * Libraries

Job Title

-8372.21	Instructor
0	Senior Instructor

College of Media, Communication, and Information

Full professor

Predicted salary = 81130.39 + 735.34 * Years Since Highest Degree + 809.07 * Years in Rank + 11682.07 * Retention + CMCI Tenure Locus Department + 49.28 * Z merit score average 2017-21

Tenure Locus Department

43587.78	APRD
24477.78	COMM
44759.77	DCMP
65114.32	INFO
-6420.90	JRNL
20065.46	MDST

Associate professor

Predicted salary = 77149.09 + 490.91 * Years Since Highest Degree – 286.82 * Years in Position + 1424.74
* Retention + CMCI Tenure Locus Department + 3589.75 * Z merit score average 2017-21

Tenure Locus Department

8095.88	APRD
5395.79	COMM
4269.67	DCMP
36856.93	INFO
2310.46	JRNL
13383.71	MDST

Assistant professor

Predicted salary = 71574.01 + 374.00 * Years Since Highest Degree – 253.97 * Years in Position + CMCI
Tenure Locus Department

Tenure Locus Department

10982.83	APRD
8584.54	COMM
2544.88	DCMP
35248.30	INFO
8347.35	JRNL
7576.92	MDST

Instructor-track and clinical faculty

Predicted salary = 82593.16 + 953.02 * Years as Instructor-track Faculty – 2721.30 # of Appointments +
Job Title -6925.02 * CMCI + CMCI Department

Job Title

40374.12	Assoc Prof – Clinical
-2453.19	Asst Prof – Clinical
-3184.62	Clinical Instructor
-5758.24	Instructor
0	Senior Instructor

Department

7550.35	APRD
-3801.09	CMCI
-4674.43	COMM
-12601.40	DCMP

25487.90	INFO
6351.22	JRNL
0	MDST

College of Music

Full professor

Predicted salary = $81130.39 + 735.34 * \text{Years Since Highest Degree} + 809.07 * \text{Years in Rank} + 11682.07 * \text{Retention} + 0 * \text{Music} + 49.28 * \text{Z merit score average 2017-21}$

Associate professor

Predicted salary = $77149.09 + 490.91 * \text{Years Since Highest Degree} - 286.82 * \text{Years in Position} + 1424.74 * \text{Retention} + 0 * \text{Music} + 3589.75 * \text{Z merit score average 2017-21}$

Assistant professor

Predicted salary = $71574.01 + 374.00 * \text{Years Since Highest Degree} - 253.97 * \text{Years in Position} + 0 * \text{Music}$

Instructor-track and clinical faculty

Predicted salary = $61416.14 + 1650.21 * \text{Years as Instructor-track Faculty} + \text{Job Title} - 1030.31 * \text{Music}$

Job Title

-8372.21	Instructor
0	Senior Instructor

Undergraduate Education Areas (e.g., Student Academic Success Center)

Instructor-track and clinical faculty

Predicted salary = $61416.14 + 1650.21 * \text{Years as Instructor-track Faculty} + \text{Job Title} + 0 * \text{Other Areas}$

Job Title

-8372.21	Instructor
0	Senior Instructor