

Appendix B

Table 1: Colorado Equal Pay for Equal Work Act Model Examples
Three professors in the same department and rank with
Differences in Years in Position, Years Since Highest Degree, Retention Offer, and Merit Scores

Note: these examples represent generic members of these faculty groups and do not reflect the actual salaries or other characteristics of actual faculty members.

	Full Professor A	Full Professor B	Full Professor C
Actual Salary as of 1/1/2022 with 3% base building increase	\$ 115,000	\$ 115,000	\$ 115,000
Predicted Salary	\$ 126,609	\$ 143,874	\$ 115,006
Difference from Predicted	\$ (11,609)	\$ (28,874)	\$ (6)
Predicted salary			
	\$ 126,609	\$ 143,874	\$ 115,006
=	=	=	=
Intercept	\$ 51,514.68	\$ 51,514.68	\$ 51,514.68
+	+	+	+
Years Since Highest Degree Coefficient	\$ 2,918.22	\$ 2,918.22	\$ 2,918.22
Value	23	25	27
+	+	+	+
Years in Position Coefficient	\$ (3,704.30)	\$ (3,704.30)	\$ (3,704.30)
Value	10	20	20
+	+	+	+
Retention Coefficient	\$ 20,937.55	\$ 20,937.55	\$ 20,937.55
Retention	0	1	0
+	+	+	+
Tenure Locus Department Coefficient	\$ 51,902.07	\$ 51,902.07	\$ 51,902.07
Tenure Locus Department	ENGL	ENGL	ENGL
+	+	+	+
Z Merit Average 17 -21 Coefficient	\$ 13,766.72	\$ 13,766.72	\$ 13,766.72
Z Merit Average 17-21	-0.5	1.5	0.5

Table 2: Colorado Equal Pay for Equal Work Act Model Examples
Four instructor rank faculty in the same college with differences in
Rank, Years in Position, Years at CU, and
Department

Note: these examples represent generic members of these faculty groups and do not reflect the actual salaries or other characteristics of actual faculty members.

	Instructor W	Senior Instructor X	Senior Instructor Y	Senior Instructor Z
Actual Salary as of 1/1/2022 with 3% base building increase	\$ 85,000	\$ 85,000	\$ 85,000	\$ 85,000
Predicted Salary	\$ 84,592	\$ 90,707	\$ 82,896	\$ 94,639
Difference from Predicted	\$ 408	\$ (5,707)	\$ 2,104	\$ (9,639)
Predicted salary	\$ 84,592	\$ 90,707	\$ 82,896	\$ 94,639
=	=	=	=	=
Intercept	\$ 88,181.49	\$ 88,181.49	\$ 88,181.49	\$ 88,181.49
+	+	+	+	+
Years in Position Coefficient	\$ 678.55	\$ 678.55	\$ 678.55	\$ 678.55
Years in Position Rank Value	5	20	20	5
+	+	+	+	+
Years at CU Coefficient	\$ (101.55)	\$ (101.55)	\$ (101.55)	\$ (101.55)
Years at CU Value	10	20	20	10
+	+	+	+	+
Department Coefficient	\$ 4,080.32	\$ (9,014.30)	\$ (16,825.30)	\$ 4,080.32
Department	EMEN	ATLS	HUEN	EMEN
+	+	+	+	+
Job Title Coefficient	\$ (10,046.80)	\$ -	\$ -	\$ -
Job Title	Instructor	Senior Instructor	Senior Instructor	Senior Instructor