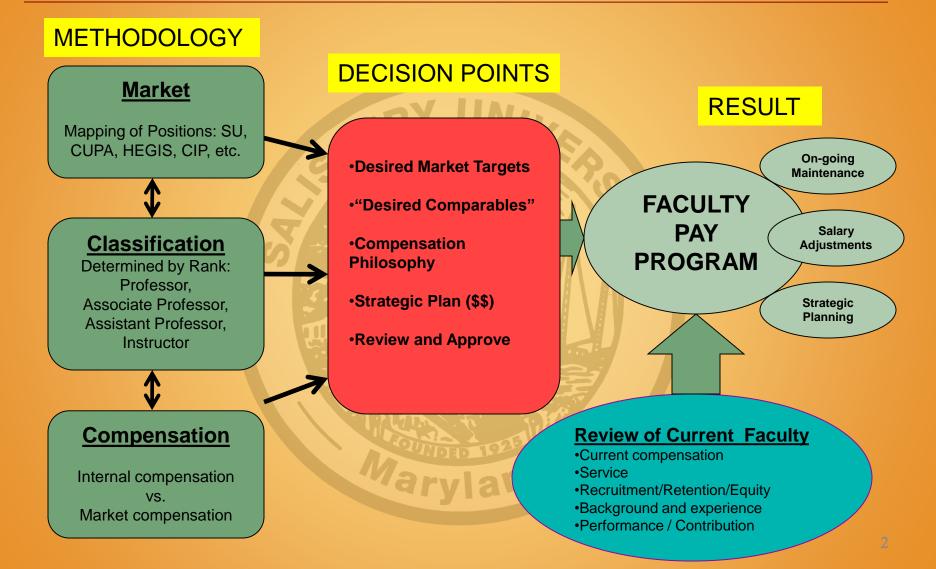
Goal 4, Rec 4.4

Develop a five-year HR plan which addresses the need to continue working toward <u>raising</u> <u>faculty salaries</u>, while addressing the <u>recruitment</u>, <u>hiring</u>, and <u>retention of a</u> <u>quality</u>, <u>diverse faculty and staff</u>





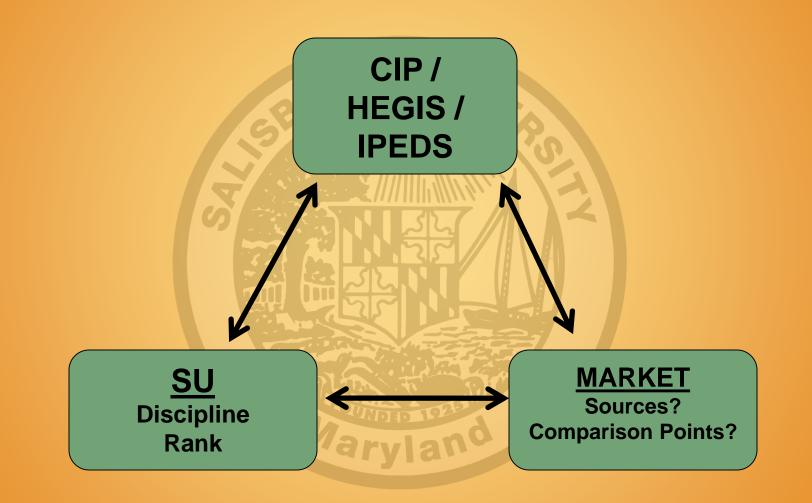
Project Model



Where are we now?

(UNI





Salisbury

HEGIS/CIP Mapping

	Faculty HEGIS/CIP Codes by Department											
Department	Dept ID	Faculty Member	Internal Title	HEGIS	CIP	CIP Description						
Accounting and Legal Studies	110185	Gittelman, Julie	FTNTT - Lecturer	05.06.01	52.02	Business Admin., Management and Operations						
Accounting and Legal Studies	110185	Holloway, Susanne	FTNTT - Professor of the	05.06	52.02	Business Admin., Management and Operations						
Accounting and Legal Studies	111420	De Ridder, Jerome	PROFESSOR	05.02	52.03	Accounting & Related Services						
Accounting and Legal Studies	111420	Dombrowski, Robert	PROFESSOR	05.02	52.03	Accounting & Related Services						
Accounting and Legal Studies	111420	Garner, Robert	PROFESSOR	05.02	52.03	Accounting & Related &						
Accounting and Legal Studies	111420	Marshall, P	PROFESSOR	05.02	Fa							
Accounting and Legal Studies	111420	Smith, Kenneth	DDOFF									
Accounting and Legal Studies	111420	D				Mamher						
Accounting and territ				oh F	acult	V Menuer						
		GIS/CIP Co	des for Ea	CILL	ucur							
	1 TIE	GIS/CIP CC	Jucores									
Finalize						time & Studio Art						
1 111002				10.01	50.07	Fine & Studio Art						
		, ersula	Associate Professor	10.01	50.07	Fine & Studio Art						
	111910	Kim, Jinchul	Associate Professor	10.01	50.07	Fine & Studio Art						
Art Department	111910	Peterson, Dean	Associate Professor	10.01	50.07	Fine & Studio Art						
Art Department	111910	Rogers, William	Associate Professor	10.01	50.07	Fine & Studio Art						
Art Department	111910	Chism, Alison	Assistant Professor	10.01	50.07	Fine & Studio Art						
Art Department	111910	Kauffman, Elizabeth	Assistant Professor	10.01	50.07	Fine & Studio Art						
Art Department	111910	Poe, Preston	Assistant Professor	10.01	50.07	Fine & Studio Art						
Art Department	110190	Anderton, Jeanne	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Art Department	110190	Brotman, Gary	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Art Department	110190	Davis, Jessica	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Art Department	110190	Goldhagen, Carl	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Art Department	110190	Hill, Marjorie	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Art Department	110190	Lattimore, Somiah	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Art Department	110190	Molenda, Sally	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Art Department	110190	Olszewski, Pamela	FTNTT - Lecturer	10.01	50.07	Fine & Studio Art						
Biological Sciences	111310	Briand, Christopher	Professor	04.01	26.01	Biology, General						
Biological Sciences	111310	Frana, Mark	Professor	04.01	26.01	Biology, General						
Biological Sciences	111310	Gehnrich, Stephen	Professor	04.01	26.01	Biology, General						
Biological Sciences	111310	Grecay, Paul	Professor	04.01	26.01	Biology, General						



Market Sources

- Reviewed 14 Studies, looking for:
 - Reliable Data

Adequate & Appropriate Study Sample

- Comparable Institutions Public, Master's, Enrollment, Budget, Funding, etc.
- Level of Detail Available ? Discipline, Rank, Tenure, Percentiles, Region, etc.
- Data Collection Methodology
- Survey Limitations Tyland

Market Sources: What we found

Surveys Broken Down by Discipline

- National Faculty Salary Survey for Four-Year Institutions by College and University Professional Association for Human Resources (CUPA)
 - From 1,256 higher education institutions
 - 48% Public, 28% Private Independent, and 24% Private Religious
 - 345 Faculty positions (by CIP codes)
- Faculty Salary Survey by <u>Oklahoma</u> State University
 - But limited to Doctoral and Research Universities
- National Compensation Survey by <u>U.S.</u>
 <u>Department of Labor (DOL) and U.S. Bureau of</u> <u>Labor Statistics</u>
 - 2010 Data, Limited Disciplines but NOT broken down by Rank



Other Surveys

- American Association of University Professors (AAUP)
 - Average Salaries only; <u>NOT by discipline or size (funding, enrollment, etc.)</u>
- Chronicle of Higher Education
 - Uses data from AAUP
- <u>IPEDS</u>
 - Good data, but not by discipline
- Delaware Study
 - Only offers: Sample size & budget allocation (= average for instruction)
- SOME Discipline specific surveys (AACTE; NCATE; AACN; ALA; AACSB; CSWE, etc.): vary greatly in what/how they offer data/where it comes from



Market Sources

- Reviewed 14 Studies, looking for:
 - Reliable Data

Adequate & Appropriate Study Sample

Finalized the Market Sources: (Phase 1) CUPA (Phase 2) AAUP/Chronicle, IPEDs, & Oklahoma

-scipitne, Rank, Tenure, Percentiles, Region, etc.

- Data Collection Methodology
- Survey Limitations Tyland



CUPA Survey Comparison Groups

- USM Stretch Point
 - 10 institutions
- Funding Peers MHEC-defined within same Carnegie Class
 - 52 institutions
- Similar Operating Budgets Quartile 3
 - 308 institutions
- Similar Enrollment Quartile 3
 - 308 institutions any ang
- Regional East Coast, Master's—Large, Public
 - 32 institutions



CUPA Survey Comparison Groups

- USM Stretch Point
 - 10 institutions

Finalized the CUPA Market Comparison Points: USM/East Coast/Funding Peers/Budget Q3/Enrollment Q3

- Similar Operating Budgets Quartile 3

- 308 institutions
- Similar Enrollment Quartile 3
 - 308 institutions any lange
- Regional East Coast, Master's-Large, Public
 - 32 institutions



Position Analysis Options

		2012 Faculty Pay Plan - Position Analysis	
Academic Rank: Job Code: CIP Code:	Professor 9111 45.11	DRAFT School: Department: HEGIS:	2/29/201:
Description: CIP CODE SPECIFIC	-		· · ·

Salary Survey Data:

CUPA	n	Average	Median	Min	Lower Mid	Midpoint	Higher Mid	Max	Range
East Coast	76	94,437	89,802	66,545	84,786	103,028	121,269	139,510	72,965
USM	22	102,324	89,802	70,888	102,871	134,854	166,836	198,819	127,931
Fund Peers 09	73	83,955	83,153	61,700	81,153	100,605	120,058	139,510	77,810
Op Budget Q3ª	254	86,718	82,024	58,532	81,124	103,716	126,308	148,900	90,368
Enroll Q3 ^b	278	85,947	83,425	49,780	74,560	99,340	124,120	148,900	9 9,120
Average		90,676	85,641	61,489	84,899	108,308	131,718	155,128	93,639

a. Op Budget Q3 = National Faculty Survey 2012 Participants with Operating Budgets in Quartile 3 (\$83,500,001-\$189,512,935) b. Enroll Q3 = National Faculty Survey 2012 Participants with Enrollment in Quartile 3 (3,541-8,292)

Reference Data	n	Average	Median	[Min	Lower Mid	Midpoint	Higher Mid	Max	Range
Oklahoma Study ^c	XX	XX,XXX			XX,XXX	XX,XXX	XX,XXX	XXX,XXX	XXX,XXX	XX,XXX
AAUP/Chronicle ^d	Unknown	91,998	86,761							
IPEDS ^e	Unknown	90,448	86, 76 1		61,491	77,777	94,063	110,349	126,635	65,14 4

c. Research/Doctoral Universities Only. Adjusted to Master's Universities COMPA of 0.72.

d. 2010/2011 Average for all Master's Universities by Rank (Not by Discipline, Region or Affiliation).

e. 2010/2011 Average for Master's Large, Public, East by Rank (Not by Discipline).

Current Incumbent(s):	Current Salary	SU Hire Date	Assistant Professor Date	Associate Professor Date		Years of Service	Years at Current Rank
Professor X	\$65,546	08/11/99	n/a	08/18/04	08/10/11	12.56	0.56

n = Number of Faculty who Submitted Data.



Position Analysis Options

	Job Code:	Professo 9111 45.11	n	Faculty I	Pa	F	- Positio School: partment: HEGIS:	n Analys	iis		2/29/2012		
				cuses on the									
Fin	cip code	osi Digi	tior t C	n An IP C		alysi ode	is Da s (D	ata v isciț	with	CU B	JPA: Y RA	NK	
Specifi	c rour -	0								/==0	72,965		
- 1													
				03,153		61,700	81,153	100,605	120,058	139,510	77,810		
	op Budget Q3ª	254	86,718	82,024		58,532	81,124	103,716	126,308	148,900	90,368		
	Enroll Q3 ^b	278	85,947	83,425		49,780	74,560	99,340	124,120	148,900	99,120		
	Average		90,676	85,641		61,489	84,899	108,308	131,718	155,128	93,639		
	a. Op Budget Q3 = Na b. Enroll Q3 = Nationa	l Faculty Su	urvey 2012	Participants		ith Enrollme	nt in Quartile	2 3 (3, 54 1-8,.	292)				
	Reference Data		Average	Median			Lower Mid	•	Ű.		Range		
	Oklahoma Study ^c		XX,XXX	06.761		XX,XXX	XX,XXX	XX,XXX	XXX,XXX	XXX,XXX	XX,XXX		
	/ a con / en officie		91,998	86,761		C1 401	77 777	04.000	110.242	100.005	CE 144		
	IPEDS ^e c. Research/Doctoral (d. 2010/2011 Averag e. 2010/2011 Averag	Jniversities e for all Ma	aster's Univ	versities by Ra	nl	k (Not by Dis	cipline, Regio		110,349 ion).	126,635	65,144		
	Current Incumbent	(s):	Current Salary \$65,546	SU Hire Date 08/11/99			Associate Professor Date 08/18/04	Full Professor Date 08/10/11	Years of Service 12.56	Years at Current Rank 0.56			
	FIDESSULA		JUJ, J40	00/11/99		II/d	00/10/04	0010/11	12.30	0.50			
											ţ		
	n = Number of Facu	lty who S	Submitte	d Data.									



- Preliminary Report due April 2012
- Additional Reports due September 2012

Agreed on (and Provided) April Deliverables: Prof/Assoc Prof/Asst Prof Analysis Forms by School/Dept/CIP/Rank Master Spreadsheet (Time Permitting)



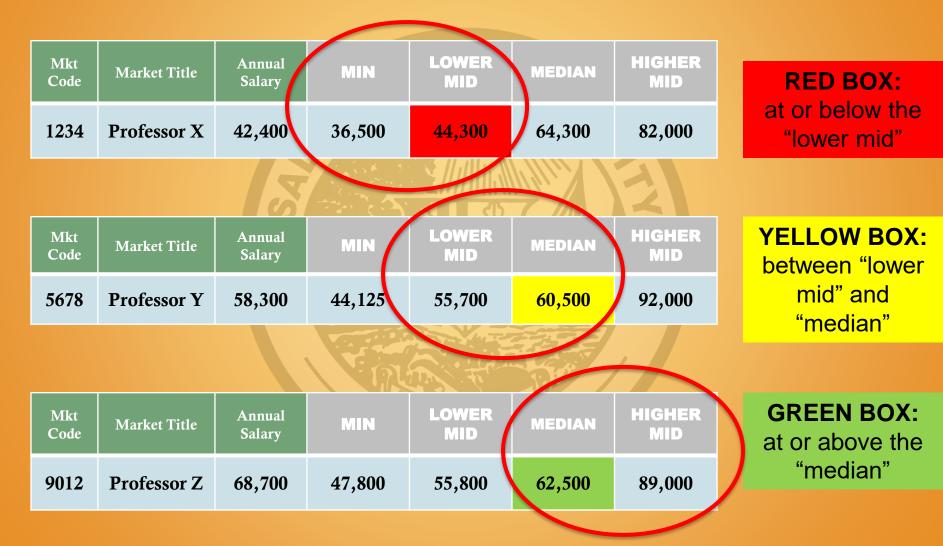
Compile Internal & Market Compensation Data

 The highlighted dollar amount is where the SU Incumbent's compensation falls in the <u>Market Percentile</u> for that position.

For E	Example:		Ν	Market Range by Position							
Mkt Code	Market Title	Annual Salary	MIN	LOWER MID	MEDIAN	HIGHER MID	SU Start Date				
1234	Assistant Professor	58,700	40,125	50,800	60,500	92,000	7/1/2001				



Color Coding and Rounding





Professor Salaries to Market

SOHow does it look so far ...??



Professor Salaries to Market

Internal Title	Ten-Month Salary	Min	"Lower Mid"	Median	"Higher Mid"
Professor	\$78,444	52,179	65,038	77,897 77,897	121,207
Professor	\$91,388 \$71,417	54,260	65,038	82,262	109.141
Professor	\$67,403	54,260	68,261 73,417	82,262	109,141
rofessor	\$86,093	56,867	73,417	81,907	20,309
Professor	\$86,200	41,553	61,687	81,820	19,655
rofessor	\$65,514	41,553	61,637	81,820	19,655
rotessor Professor	\$79,568	41,553 51,323	66,785	81,820 82,247	24,228
rofessor	\$66,334	51,323	66,785	82,247	24,228
rofessor	\$65,229	51,323	66,785	82,247	24,228
Professor	\$64,687	51,323	66,785 66,785	82,247	24,228
rofessor	\$81,464	51,323	66,785	82.247	24,228
Professor Professor	\$95,150 \$83,690	51,323 51,451	66,785 63,995	82,247 76,539	24,228
Professor	\$85,582	52,672	64,870	77,069	13,534
rofessor	\$76,737	44,942	65,043	85,144	13,534
Professor	\$83,547 \$76.342	41,408	61,074	80,740	25,512
rofessor	\$78,204	56,867	69.387	81907	42,251
rofessor	\$84,453 \$95,379	56,867 56,867	69,387 69,387	81,907 81,907	42,251
rofessor	\$65,546	61,345	73,417	85,490	20,309
rofessor	\$73,709	56,907	74,374	83,353 80,595	111,401
rofessor	\$68,363	56,907	68,751	80,595	111,401
rofessor	\$74,948	55,796	70,081	84,365	
Professor	\$73,400	55,796 55,796	70,081	84,365 84,365	34,418
rofessor	\$79.095	55,796	70,081	84,365	34,418
rofessor	\$74,869	55,796	70,081	84,365	34,418
rofessor	\$66,835	55,796	70,081 70,081	84,365	34,418
rofessor	\$98,335	52,336	68,882	85,428	35,644
rofessor	\$67,944 \$73,904	52,336 52.336	68,882	85,428 85,428	35,644
rofessor	\$83,515	52,336	68,882	85,428	35,644
rofessor	\$69,973 \$83,413	57,339 57,339	68,761	80,183	01663
Professor	\$70,872	57,339	68,761	80,183	01663
rofessor	\$70,165	65,895	73,792	81,689	19,845
Professor Professor	\$72,001 \$76.368	68,834 68,834	83,048 83.048	97,261 97.261	18,082
rofessor	\$92,152	54,574	68,790	83,005	30,086
rofessor	\$70,739	54,574	68,790	83,005	30,086
Professor	\$84,830	54,574	68,790	83,005	30,086
rofessor	\$ 101,120	73,611	87,332	101,053	40,815
rofessor rofessor	\$86,075 \$67,224	54,574 54,574	68,790 68,790	83,005 83,005	30,086
rofessor	\$ 102,838	54,574	68,790	83,005	30,086
rofessor	\$71,82	54,574 54,574	68,790	83,005	30,086
rofessor	\$80,650	57,287	72,316	87 345	18,062
rofessor	\$92,352	57,287	72,316	87,345	18,062
rofessor	\$70,351 \$79,153	57,287 59,952	72,316	87,345 88,596	18,062 42,817
rofessor	\$76,358	59,952	74.274 80.720	88,596	142,817
rofessor	397,305 \$109,084	54,348 54,348	80,739	107,131	175,167
rofessor	\$105,676 \$101,594	54.348	80.739	07.01	175,167
rofessor	\$147,343	54,348	80,739	107,131	175,167
rofessor	\$ 93,130 \$ 109.163	67,131 80.882	82,475 95.685	97,819	143,696 158.365
rofessor	\$ 110,035	80,882	95,685	110,488	158,365
roressor Professor	\$ 128,190 \$88,800	80,882 67,131	95,685 82,475	110,488 97,819	758,365 143,696
rofessor	\$ 111,938	72,672	88,927	105,181	178,378
rofessor	\$ 104,218	72,672	88,927	105,181	178,378
rofessor	\$ 111,886 \$ 109,898	48,949 73.484	75,028	101,107 108,097	142,709
rofessor	\$133,000	48,949	75,028	101,107	142,709
rofessor	\$97,482 \$109.139	54,348 73.484	80,739 90.791	107.131 108.097	175,167 167.302
rofessor	\$ 132,232	48,949	75,028	101,107	142,709
Professor Professor	\$79,197 \$70.531	48,726 48.726	64,534	80,343 80,343	114,490 114.490
rofessor	\$79,076	56,407	70,160	88.810	109,836
rofessor	309,788 \$73,676	48,726 57,602	69 285	80,968	107,066
rofessor	\$86,535 \$70,001	57,602	69,285	80,968	107,066
rofessor	\$88,975	49,736	65,127	80,519	109,877
	\$70,621	49,736	65,127	80,519	109,877

20 Professors Below "Lower Mid"



Associate Professor Salaries to Market

Internal Title	Ten-Month Salary	Min	"Lower Mid"	Median	"Higher Mid"
Associate Professor Associate Professor	\$59,225 \$69,102	39,672 39,672	50,292 50,292	60,911 60,911	92,275 92,275
Associate Professor	\$59,757 \$66,243	39,672 39,672	50,292 50,292	60.911 60.911	92,275
Associate Professor	\$59,757	39,672	50,292	60,911	92,275
Associate Professor Associate Professor	\$59,828 \$59,643	45,801 45,801	55,168 55,168	64,536	89,873 89,873
Associate Professor	\$63,239	45,801	55,168 55,168	64,536 64,536	89,873
Associate Professor	\$60,694	45,801	55,168	64,536	89,873
Associate Professor Associate Professor	\$63,044 \$79,173	45,801 38,269	55,168 50,117	61,965	89,873
Associate Professor	\$59,225	38,269	50,117	61965	86,978
Associate Professor	\$59,225	38,269	50,117	61965	86,978
Associate Professor Associate Professor	\$64,250 \$62,603	38,269 38,269	50,117 50,117	61,965 61,965	86,978 86,978
ssociate Professor	\$65,843	38,269	50,117	61965	86,978
ssociate Professor	\$59,016	38,269	50,117	61965	86,978
ssociate Professor	\$59,330 \$58,912	38,269 38,269	50,117 50,117	61965	86,978 86,978
ssociate Professor	\$59,121	44,483	53,716	62,949	90,043
issociate Professor	\$60,757	44,483	53,716	62,949	90,043
ssociate Professor	\$62,999	44,483	53,716	62,949	90,043
ssociate Professor	\$65,771	44,483	53,716	62,949	90,043
issociate Professor	\$60,759 \$59,330	46,663 43.818	54,732 52.878	62,801 61,937	81,760 88.308
Associate Professor	\$59,121	43,818	52,878	61937	88,308
Associate Professor	\$68,971	43,818 47,810	55,085	62,361	84,851
ssociate Professor	\$61,863 \$59,330	47,810 47,810	55,085 55,085	62.361	84,851 84,851
Associate Professor	\$62,030	46,028	55,467	64,907	95,417
issociate Professor	\$59,339 \$62,801	46,028 46,028	55,467	64,907	95,41/ 95,417
ssociate Professor	\$68,462	47,524	56,787	66,050	88,581
ssociate Professor	\$59,225	47,524	56.787	66,050	88,581
issociate Professor	\$61,150 \$64,126	47,524 47,524	56,787 56,787	66.050 66.050	88,581 88,581
ssociate Professor	\$80,688	49.085	56,740	64,394	87,798
Associate Professor	\$61,294	49,085	56,740	64,394	87,798
ssociate Professor	\$62,960	49,576	57,852	66,127	93,087
ssociate Professor	\$62,448	49,576	57,852	66,127	93,087
issociate Professor	\$63,346 \$61,048	49,576	57,852	66,127	93,087
ssociate Professor	\$61,003	49,576	57,852	66,127	93,087
Associate Professor	\$64,463	43,527	54,845	66,162	88,001
ussociate Professor ussociate Professor	\$ 63,139 \$ 61,433	48,483 48,483	56,200	63,918	77,191 77,191
ssociate Professor	\$60,768	48,483	56,200	00,810	77,191
ssociate Professor	\$60,850	45,244	55,250	65.256	2,544
ssociate Professor	\$62,867 \$62.619	45,244	55,250 55,250	65.256 65.256	.544
ssociate Professor	\$68,196	55,861	71,367	86,873	
issociate Professor	\$60,587	45,244	55,250	65,256	544
ssociate Professor	\$70,458 \$78,598	45,244	55,250 55,250	65,256	544
ssociate Professor	\$66,157	48,782	61,111	73,499	3,170
issociate Professor	\$61,968	48,782	61,141 57,402	67,828	3,170
ssociate Professor	\$70,101	46,975	57,402	67,828	307
ssociate Professor	\$98,417	65,288	84,445	03,602	9,895
ssociate Professor	\$76,829 \$104,356	63,845	73,34	82,423 90,480	8,739
ssociate Professor	\$101,743	61,265	75,872	90,480	2,434
ssociate Professor	\$ 98,512	61,265	75,872	90,480	2,434
ssociate Professor	\$99,416	55,621	73,115	90,610	7,050
ssociate Professor	\$103,063	55,621	73,115	90,610	27,050
ussociate Professor ussociate Professor	\$65,230 \$65,230	43,579 47,269	54,327	65,075	84,638 93,936
ssociate Professor	\$65,350	47,269	57,900	68,531	93,936
ssociate Professor	\$62,351	43,579	54,327	65.075	84,638
ssociate Professor ssociate Professor	\$75,228 \$70,270	40,837 44,185	52,873 54,985	64,909 65,786	86,011 86,034
ssociate Professor	\$66,757	44,185	54,985	65,786	86,034
ssociate Professor ssociate Professor	\$65,230 \$65,340	51,589 46,208	59,990 56,515	66,391 66,822	81,802 86,895
ssociate Professor	\$63,662	46,208	56,515	66.822	86,895
ssociate Professor	\$67,275	51,589 44,185	54,985	65,786	86,034
ssociate Professor	\$61,466 \$66.015	49,431	58,060	66,689	96,055 96,055
ssociate Professor	\$64,776	49,431	58,060	66,689	96,055
ssociate Professor ssociate Professor	\$61,127 \$66,111	49,431 43,579	58,060 54,327	66,689 65.075	96,055 84,638
ssociate Professor	\$64,212	43,579	54,327	65.075	84,638
	300,200	40,837	52,873	04,909	86,011

2 Associate Professors Below "Lower Mid"



Assistant Professor Salaries to Market

Internal Title	Ten-Month Salary	Min	"Lower Mid"	Median	"Higher Mid"
Assistant Professor Assistant Professor	\$56,395 \$56,667	30,000 30,000	40,856 40,856	51,711 51,711	72,736 72,736
Assistant Professor Assistant Professor	\$56,457 \$58,000	30,000 38,171	40,856 45.841	51,711 53,512	72,736 72.678
Assistant Professor	\$61,000	38,171	45,841	53,512	72,678
Assistant Professor	\$56,000	38,171	45,841	53,512	72,678
Assistant Professor	\$54,366	38,171 38,171	45,841 45.841	53,512 53,512	72,678
Assistant Professor	\$56,248	38,171	45,841	53,512	72,678
Assistant Professor	\$58,000	38,1/1 38,740	45,841 47,123	55,507	84,278
Assistant Professor	\$58,000	38,740	47,123	55,507	84,278
Assistant Professor	\$57,503	33,744	43,387	53,030	71,510
Assistant Professor	\$60,000 \$57,503	33,744	43,387 43,387	53,030 53,030	71,510
ssistant Professor	\$56,463	22.744	/2 207	F3 030	71,510
Assistant Professor	\$58,500	36,563	44,361	52,159	68,336
Assistant Professor	\$56,412 \$40,000	36,563	44,361 44,361	52,159 52,159	68,336
ssistant Professor	\$56,366	36,580	44,037	51,494	64,119
issistant Professor	\$56,298	36,580	44,037 42,133	51,494 52,216	68,087
ssistant Professor	\$58,000	40,225	46,614 46,614	53,004 53,004	66,002 66,002
Assistant Professor	\$58,000	38,860	46,273	53,686	69,131
Assistant Professor	\$56,143 \$56,321	38,740 38,740	47,123 47,123	55,507 55,507	84,278 84,278
Assistant Professor	\$58,682	38,740	47,123	55,507	84,278
Assistant Professor	\$56,725	38,740 38,740	47,123 47,123	55,507 55,507	84,278
Assistant Professor	\$56,298	38,740	47,123	55,507	84,278
Assistant Professor	\$57,000	38,740	47,123	55,507	84,278
Assistant Professor	\$57,408	38,740	47,123	55,507	84,278 68 223
Assistant Professor	\$58,000	41,478	46,063	50,648	66,175
Assistant Professor	\$60,000 \$56,000	41,478 36,200	46,063 46,403	50,648	66,175 72,969
Assistant Professor	\$59,709	36,200	46,403	56,605	72,969
Assistant Professor	\$62,823	36,200	46,403	56,605	72,969
Assistant Professor	\$56,366	42,544	49,452	56,359	50 824
Assistant Professor	\$54,000	42,544	49,452	56,359	69,824
Assistant Professor	\$59,026 \$58,000	43,412 43.412	49,524	55,635 55.635	64,145
Assistant Professor	\$57,500	43,412	49,524	55,635	64,145
Assistant Professor	\$60,639	43,880 37,143	49,676 48,092	59,041	79,393
Assistant Professor	\$59,000	46,933	54,314	61694	73,962
Assistant Professor	\$60,000	37,085	46,990	56,894	71,728
Assistant Professor	\$62,500 \$68,500	37,085 37.085	46,990 46,990	56,894 56,894	71,728
Assistant Professor	\$62,000	39,693	51,669	63,645	92,620
issistant Professor	\$66,581	39,693	51,669	63,645 63,645	92,620
Assistant Professor	\$75,000	39,693	51,669	63,645	92,620
Assistant Professor	\$62,000	39,693	51,669	63,645	92,620
Assistant Professor	\$69,637	39,693	51,669	63,645 63,645	92,620
Assistant Professor	\$61,000	39,693	51,669	63,645	92,620
Assistant Professor	\$68,210 \$65,000	39,693 39,813	51,669 48,338	63,645 56,862	92,620
Assistant Professor	\$59,900	39,813	48,338	56,862	69,479
ssistant Professor	\$102,405 \$73,000	51,855	74,309	96,764	129,272
ssistant Professor	\$ 103,842	51,855	74,309	96,764	129,272
Assistant Professor	\$74,500		10,001		92,613
Assistant Professor	\$73,782 \$75,000	46,743	58,618 58,618	70,493	92,613
Assistant Professor	\$97,232	45,920	62,324	78,728	96,263
ssistant Professor	ຈະອຸສິດ \$101,414	38,322 38,322	62,291	86,261	107,335
ssistant Professor	\$105,000	38,322	62,291	86,261	107,335
ssistant Professor	\$99,632	38,322	62,291	86,261	107,335
ssistant Professor	\$102,376 \$98,000	38,322 38,322	62,291 62,291	86,261 86,261	107,335 107,335
ssistant Professor	\$71,058	41,465	49,456	57,447	77,264
ssistant Professor	\$57,000 \$58,245	38,032 38,032	46,750 46,750	55,467 55,467	70,643 70,643
ssistant Professor	\$58,980	38,750	46,727	54,705	80,842
ssistant Professor	\$58,503	38,750 38,587	40,727 46,697	54,705 54,807	80,842 77,148
ssistant Professor	\$62,000	38,587	46,697 46,727	54,807 54,705	77,148
ssistant Professor	\$59,932	38,750	46,727	54,705	80,842
ssistant Professor	\$57,000 \$58,000	40,565	47,808 47,808	55,050 55,050	68,964 68,964
ssistant Professor	\$59,416	40,565	47,808	55,050	68,964
ssistant Professor	\$58,245 \$60,000	37,111 38,032	46,137 46,750	55,162 55,467	74,871 70,643

2 Assistant Professors Below "Lower Mid"



Summary: Lower Mid

Breakdown of Cost by Rank for Faculty with Salaries Below "Lower Mid"

	Number of Faculty in Each Rank	Number of Faculty with Salaries Lower than "Lower Mid"	Percentage	Annual Cost to Bring Salaries to "Lower Mid"	Percent of Total Cost	Average Cost per Affected Faculty to Achieve "Lower Mid" Salaries
Professors	97	20	21%	\$75 <i>,</i> 828	80%	\$3,791
Associates	102	2	2%	\$6,606	7%	\$3,303
Assistants	99	2	2%	\$5,670	6%	\$2 <i>,</i> 835
Librarians	12	4	33%	\$6,180	7%	\$1,545
Totals	310	28	9%	\$94,284	100%	\$3,367





Summary: Median

Breakdown of Cost by Rank for Faculty with Salaries Below Median

	Number of Faculty in Each Rank	Number of Faculty with Salaries Lower than Median	Percentage	Annual Incremental Cost to Bring Salaries from "Lower Mid" to	Percent of Total Cost	Average Incremental Cost per Affected Faculty to Move from "Lower Mid" to Median
Professors	97	66	68%	\$594,568	61%	\$9,009
Associates	102	71	70%	\$249,472	26%	\$3,514
Assistants	99	13	13%	\$49,857	5%	\$3,835
Librarians	12	11	92%	\$82,385	8%	\$7,490
Totals	310	161	52%	\$976,281	100%	\$6,064





Financial Impact

Preliminary Cost to Adjust Faculty Salaries to "Lower Mid" and/or Median for Professor, Associate Professor, Assistant Professor and Librarian

	Number Affected	Annual Cost
Cost to bring faculty below "Lower Mid" to "Lower Mid"	28	\$94,284
Incremental cost to bring faculty from "Lower Mid" to "Median"	161	\$976,281
Total Cost (Bring All Faculty below Median to Median)		<mark>\$1,070,565</mark>





• Second Phase – Finish Individualized Reviews

arviano

- Add more detail and data points: AAUP/Chronicle, IPEDs, Oklahoma
- Discipline specific surveys
- Develop Compensation Philosophy
- Develop Strategic Plan (\$\$)
- Institutionalize Pay Practices



- Focus?
 - Overall Philosophy?
 - For Example: "Average of all salaries should be at or above the median"
 - By Prof Level? By Discipline? For Recruiting? For Retention? Equity considerations?
 - By Longevity?
 - For Example: "Years of Service/Rank/? should be reflected in the positioning of the job to market"
 - What about "Strategic Positions/Departments"?
 - Strategic Initiatives?



Your thoughts??

- Compensation Philosophy?
- Timelines (Next Deliverable is September)
- Other?

