

# EXECUTIVE SUMMARY OF 2011 FACULTY SALARY STUDY

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## Charge

The Faculty Salary committee's charge is to examine and study faculty salary, merit and equity on an ongoing basis, make periodic adjustments to the Salary Adjustment Allocation Model, engage in ongoing dialogue with faculty by making reports electronically available to all faculty, responding to faculty queries, and, if necessary, conducting open forums for the discussion of issues and concerns of individual faculty members, and to report findings and decisions to the President of the Faculty Senate. Specifically, this year the UCA Faculty Salary Committee was given the charge to develop a one year and five year plan for any possible faculty salary increase, including ways to investigate success.

## Discussion

The committee members investigated faculty salary and compensation issues by researching comparable institutions, developing a faculty survey, and purposely discussing faculty salary issues with our colleagues during the fall, 2011 semester. The committee examined four aspects of faculty compensation: internal equity, external competitiveness, individual equity, and diversity. To stay competitive and fulfill the UCA mission with the best and most productive faculty, it is imperative that salaries are given top priority in budget discussions.

## Salary Rankings

The committee gathered data which ranked average salaries of full-time instructional faculty at masters level public four year colleges and universities. Not surprisingly, Arkansas ranks last in salaries of 16 southern states and more alarming, LAST in the salary ranking of all 50 states (SREB-State Data Exchange, 2009-11). The state of Arkansas' average faculty salary is \$59,792, compared with \$73,557 for SREB (16 southern states) and \$76,996 for all 50 states and D.C. Specific data on average salaries for four Arkansas universities, SREB states and the United States as listed in the SREB State Data Exchange Report are listed below:

	Assist. Prof. (09-10)	Assoc. Prof. (09-10)	Professor (09-10)
ASU	\$54,126	\$58,504	\$74,447
UCA	\$54,463	\$61,422	\$75,161
University of Arkansas	\$69,428	\$73,765	\$102,235
UALR	\$56,956	\$66,280	\$85,425
SREB (16 south. states)	\$57,445	\$67,795	\$84,052
All 50 states and D.C.	\$59,416	\$70,308	\$88,357

## UCA Faculty Survey

A survey was developed and sent out to all faculty members through SurveyMonkey. Three hundred nineteen (319) faculty members responded to the survey. The five questions and results are:

1. When considering distribution of possible faculty raises, which of the following is MOST important to you for the next fiscal year?	COLA 145; 45.5%	Equity pool (compression) 56; 17.6%	Merit Pool 16; 5%	Combination of all three 102; 32%
2. When considering distribution of possible faculty raises, which of the following is MOST important to you over the next five years?	COLA 92; 28.8%	Equity pool (compression) 49; 15.4%	Merit Pool 25; 7.8%	Combination of all three 153; 48%
3. Do we need to put aside a pool of money to address specifically the hiring of diverse faculty?	Yes, immediately 18; 5.6%	Yes, but after current faculty receive equity raises 81; 25.4%	Yes, in the next five years 17; 5.3%	No, but rather should be part of normal negotiation process 203; 63.6%
4. Choose the best scenario below for calculating any possible immediate salary increases.	100% COLA 107; 35.4%	90% COLA 10% Equity Pool 37; 12.3%	80% COLA 20% Equity Pool 59; 19.5%	70% COLA 20% Equity 10% Merit 99; 32.8%
5. Please describe any concerns or issues you have about faculty salaries that you would like the university faculty salary committee to consider.	Responses to question five firmly underscored faculty members' frustration with salary levels as well as salary inequities and the lack of tangible recognition for exceptional job performance. Responses also address low morale, due in part to these and other salary related issues			

\*COLA – Cost of Living Adjustment

20 page full survey report available upon request

## Recommendation

Based on our discussions, intense communications with colleagues, and the results of the Faculty Compensation Survey distributed to all full-time faculty in November, 2011, the Faculty Salary Review Committee respectfully submits the following recommendation.

We unanimously recommend that raises during the next fiscal year be a combination of primarily cost of living adjustments supplemented by a smaller merit and equity pool. We recommend that during the next five years, issues of equity (specifically compression) and merit are emphasized to a great degree.

We base our recommendations on the following:

- 1) Though 45.5% of faculty response in the survey recommended a cost of living adjustment alone, the combination of the next three responses on item #1 of the survey represented a response of 54.6%: equity only (17.6%), merit only (5.0%), and combination of all three (32%). The difference seen in Question #4 between responses for Scenario #1 (100% COLA) & Scenario #4 (COLA, Equity, & Merit) were minimal (35.4% vs. 32.8%). This seemed to indicate, yet again, a strong interest in a reward for all three.
- 2) The strength and eloquence of the written comments from faculty we received demonstrated that both merit and equity issues, especially those issues of salary compression, call for a response from the administration during the next fiscal year and for the foreseeable future.
- 3) The large number of responses that address low morale because of salary stagnation prompts us to not only promote a Cost of Living Adjustment but also to recommend a small pool of money dedicated to merit and equity to help ameliorate concerns of all possible inequities.

## Faculty Salary Committee Members

Tammy Benson, Chair; Martha Antolik, Summer Bartzcak; Isiah Lavender; Elizabeth LeQuier, Ben Rowley, Kaye Talley and Laura Young.

## References

American Association of University Professors (AAUP). Annual Salary Survey published in The Chronicle of Higher Education ([www.chronicle.com/stats/aaup/](http://www.chronicle.com/stats/aaup/)).

The Southern Region Education Board (SREB) (2009-11)- Composition, 16 states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia ([www.sreb.org](http://www.sreb.org)).

AAUP Summary Report from Melissa Goff's office, UCA.

