



# REPORT TO THE FACULTY SENATE

**SR-07-08-(29) 60 FECRAHC**  
Recommends that the university  
President or designate annually  
report to the Faculty Senate, no  
later than its March meeting,  
compensation information by  
institution and by academic unit.

**3/18/2010**

**President Stephen J. Kopp**

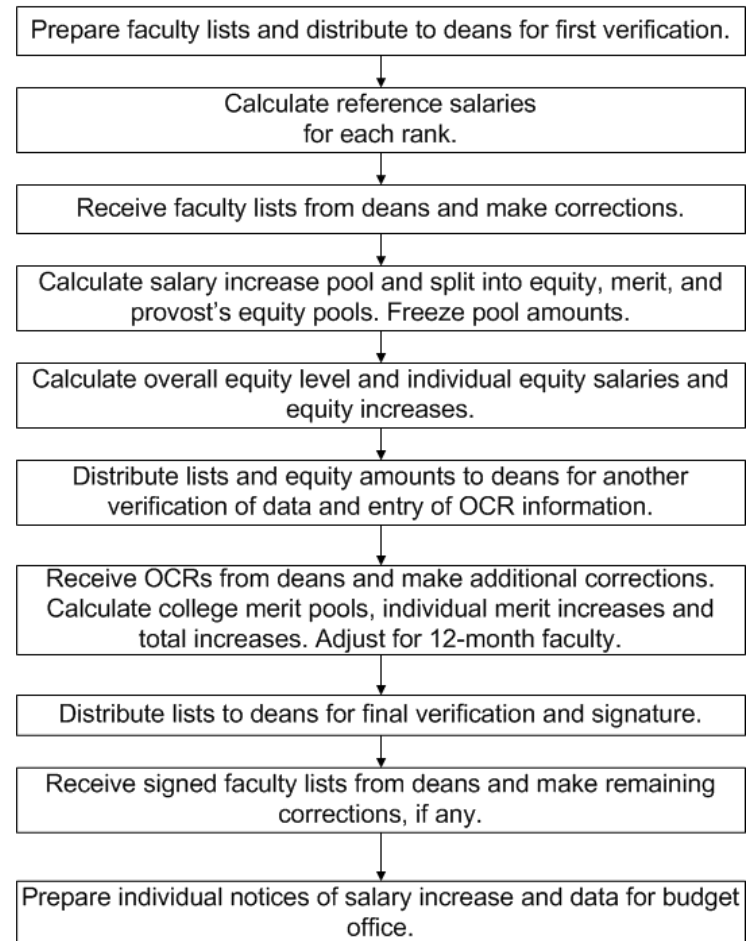


# Process Reminder



- Process of partitioning raise pool 51% (Merit): 49% (Equity) determined by Faculty Senate (FS) and ratified by MUBOG;
- Question of Mixing Equity with Merit is Issue Owned by FS;
- Decisions by Colleges with respect to increasing merit proportion are owned by colleges;
- Raise Pool Distribution to Colleges based on practices endorsed by FS.

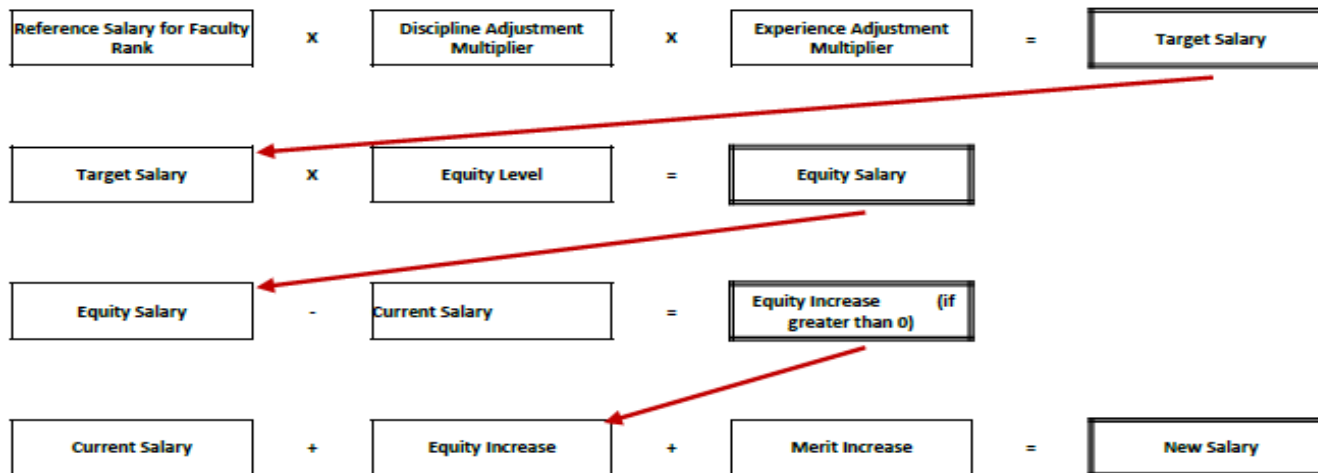
## Faculty Salary Increase Process Four-year tenured and tenure-track faculty



# Process Reminders



## Simplified Faculty Salary Increase Formula Four-year tenured and tenure-track faculty



**Reference Salary** is the by-rank average of the AAUP median salary for master's institutions and the average of the SREB 4-year III category schools. Average salaries are moved forward by one year by multiplying by the percent increase of the AAUP average from the previous year

**Discipline Adjustment Multiplier** is the ratio of a discipline's salary (by rank) to the overall salary for that rank across all disciplines. Data are from CUPA-HR.

**Experience Adjustment Multiplier** is an adjustment for experience in rank

**Target Salary** is the salary (based on rank, experience in rank, and discipline) for each individual that is assumed to be the 100% salary for that individual

**Equity Level** is the minimum % that all salaries are increased to. It's set such that all of the equity pool is used to increase salaries to this percentage

**Equity Salary** is the salary for each individual which will be the minimum salary for that individual (unless the college has opted out of the process).

**Current Salary** is the current base salary for the individual. It's normalized to 9 months for 12-month faculty

**Equity Increase** is the amount the individual will receive from the equity pool (unless the college has opted out of the process)

**Merit Increase** is the amount for that individual designated for merit. The college's pool is a *pro rata* distribution of the university merit pool based on headcount. The individual's merit increase is a proportional share of the college's pool based on the OCR score from the annual report. Colleges that have opted out of the equity process may have a different merit distribution formula.

**New Salary** is the sum of the current salary, the equity increase, and the merit increase. It is adjusted back to 12-month for those faculty

# Questions and Responses



1. Explanation of how the salary increase pool was determined by the Institutional Board of Governors
  - N/A - Since no general increases were provided in Academic Year 2009-10.

# Questions and Responses



2. Total amount of dollars distributed for faculty promotions.

College	Amount
LCOB	\$ 16,364.30
COEHS/MUGC	\$ 29,102.40
COLA	\$ 32,551.00
COS	\$ 31,275.90
<b>Total</b>	<b>\$109,293.60</b>



# Questions and Responses

3. University-wide percentage of target salary for equity.
  - N/A - Since no general increases were provided in Academic Year 2009-10.
4. Number of faculty above the university-wide percentage of target salary for equity.
  - N/A - Since no general increases were provided in Academic Year 2009-10.
5. Total amount of equity dollars distributed.
  - N/A - Since no general increases were provided in Academic Year 2009-10.
6. Equity distribution by academic rank.
  - N/A - Since no general increases were provided in Academic Year 2009-10.

# Questions and Responses



7. Total amount of 5% reserve distributed and how much, if any, was returned to next year's equity pool.

The provost distributed all of the 5% reserve for equity from the last salary increase pool at the beginning of the current academic year.

College	Equity Distribution
COLA	\$ 11,426
COEHS	\$ 7,125
COFA	\$ 750
Total	\$ 19,301

# Questions and Responses



8. How much equity money is needed to reach 100 percent of market target.
  - N/A - Since no general increases were provided in Academic Year 2009-10.
9. Total amount of merit dollars distributed.
  - N/A - Since no general increases were provided in Academic Year 2009-10.



# Questions and Responses

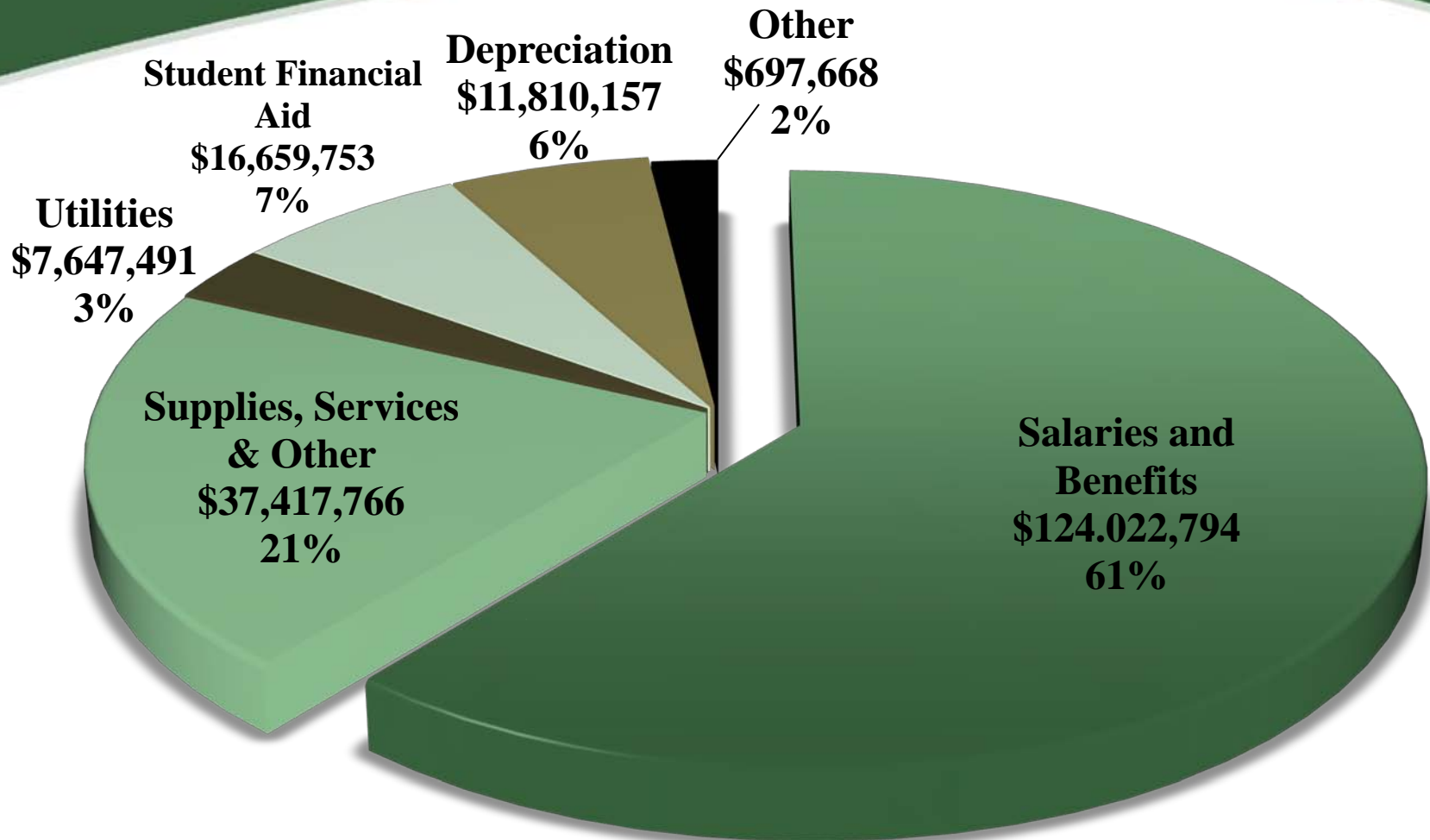
10. Percentage of the university's operating budget dedicated to all salaries and all benefits; broken down by administration, faculty, and staff.

	<b>FTE</b>	<b>Annual Salary</b>	<b>Benefits</b>	<b>AEI (excl Benefits)</b>
<b>Faculty</b>	<b>575</b>	<b>\$34,816,197</b>	<b>\$9,052,211</b>	<b>\$382,740</b>
<b>Non-classified</b>	<b>185</b>	<b>\$12,027,577</b>	<b>\$3,127,170</b>	<b>\$97,002</b>
<b>Classified-Administration</b>	<b>113</b>	<b>\$3,979,507</b>	<b>\$1,034,672</b>	<b>\$99,103</b>
<b>Classified-Non-Administration</b>	<b>466</b>	<b>\$13,645,743</b>	<b>\$3,547,893</b>	<b>\$306,518</b>
<b>Grand Total</b>	<b>1,339</b>	<b>\$64,469,023</b>	<b>\$16,761,946</b>	<b>\$885,364</b>

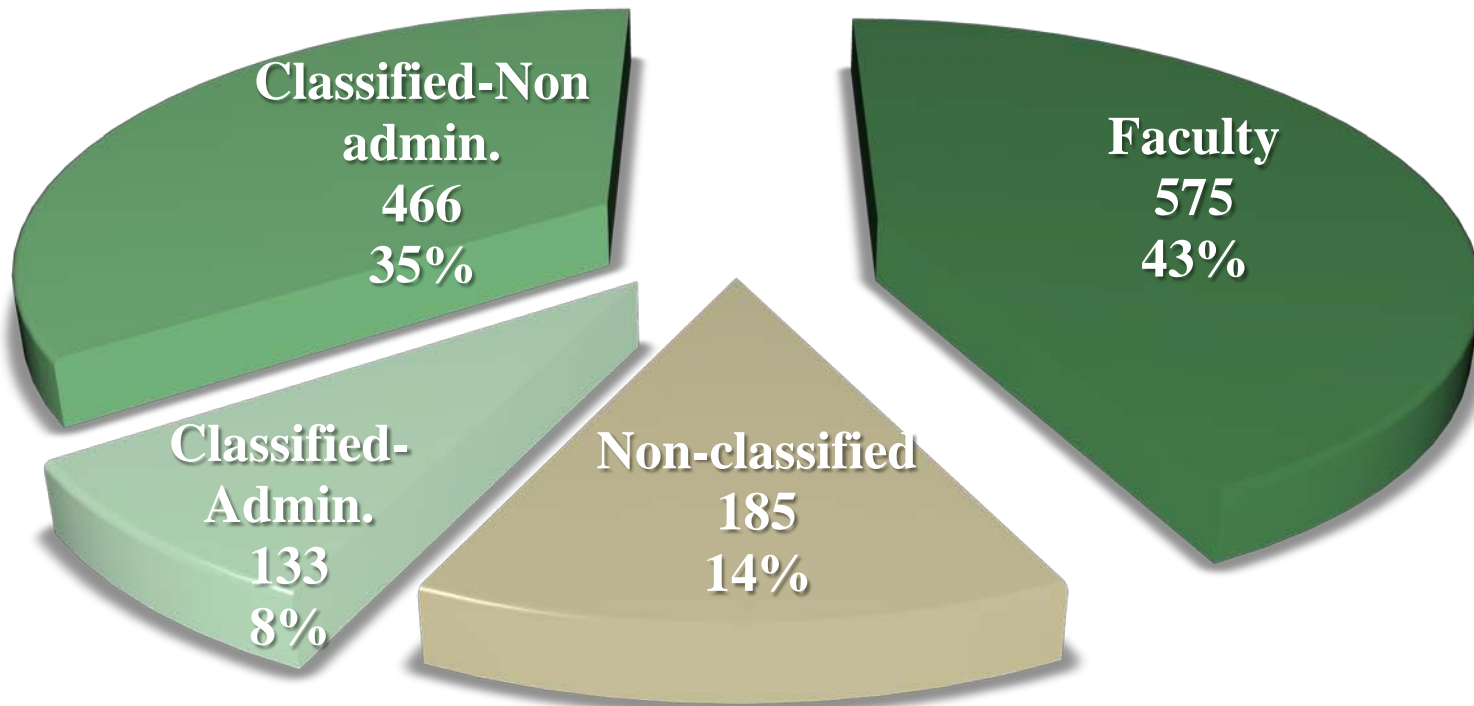
University Salaries (excluding MUSOM) for all regular status positions

# Marshall University Operating Expenses

\$203,013,128



# University Employment FTE (excluding MUSOM) for all regular status positions



# For Calendar Year 2009:



- In addition to regular salary base pay, non-MUSOM instructional faculty:
  - Received an additional ~\$400,000 in annual experience increment base pay;
  - Earned ~\$4,700,000 in supplemental compensation through summer classes, e-courses, overloads, research, and other stipends;
  - The latter category of faculty pay is NOT included in average faculty salary reports.

# Since Fall 2005



**Average Faculty Salaries have increased 12% overall**

	Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009	% Increase 2005-09	CPI	HEPI
<b>Professor</b>	\$63,030	\$67,834	\$70,684	\$72,777	\$72,032	14%	13.9%	16.8%
<b>Associate</b>	\$53,626	\$56,602	\$56,345	\$58,232	\$59,410	11%	13.9%	16.8%
<b>Assistant</b>	\$42,412	\$45,008	\$47,874	\$48,391	\$48,737	15%	13.9%	16.8%
<b>Instructor</b>	\$30,715	\$28,928	\$30,737	\$33,166	\$33,634	10%	13.9%	16.8%
<b>All Ranks</b>	\$53,262	\$56,464	\$58,858	\$59,854	\$59,767	12%	13.9%	16.8%

# Salary Increase % for Continuing Faculty



2008-09 to 2009-10

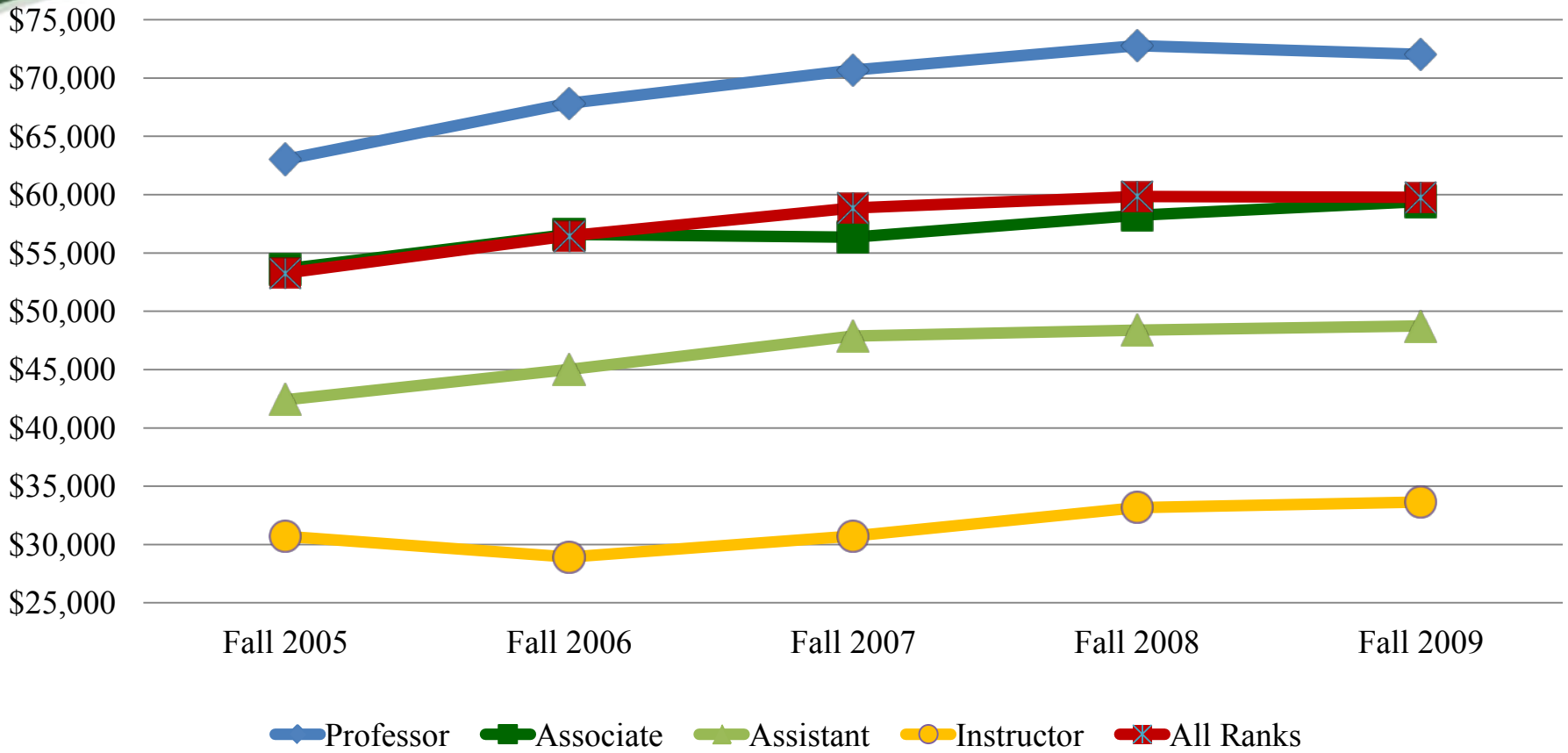
Academic Rank in 2008-09	Number of Continuing Faculty	Overall Percentage Increase <sup>1</sup>
Professor	185	0.13%
Associate	110	0.79%
Assistant	105	2.50%
Instructor	24	0.88%
TOTAL	424	0.79%

Source: AAUP Faculty Salary Survey

<sup>1</sup> Includes promotion increments, AEI increases, distribution of 5% reserve for equity from the last salary increase pool and adjustments to address new hire salary inversion issues. 14

# Average Salary of Faculty by Rank

## Fall 2005- Fall 2009



Source: AAUP Faculty Salary Survey

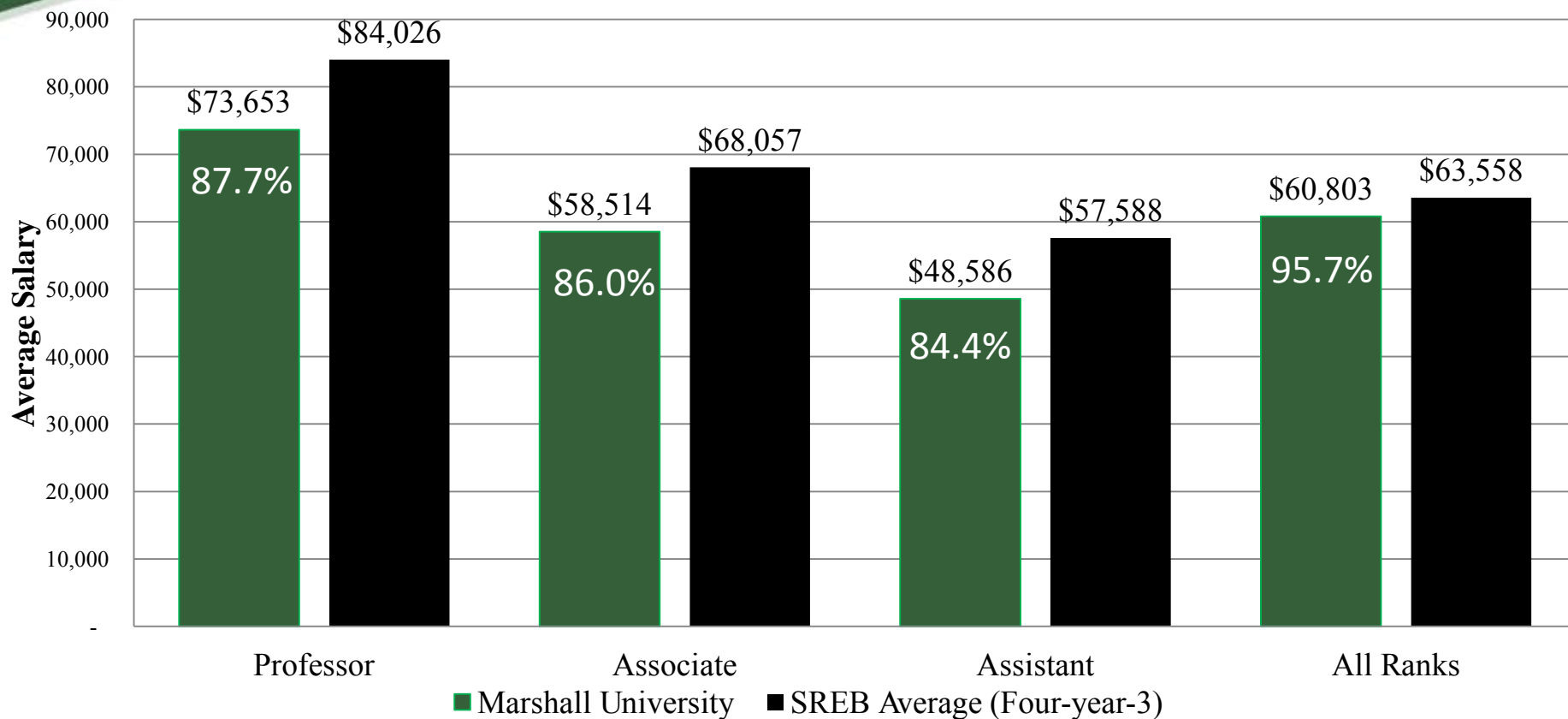
# Average Salaries of Faculty

(Full, Associate, and Assistant Professors and All Ranks)

Marshall University vs SREB Institutions



Fall 2008



Source: SREB Data Exchange

SREB Four-year-3 institutions include public institutions in the SREB states that confer at least 100 master's degrees (or higher) distributed among at least 10 disciplines each year. "All Ranks" average include instructors and undesignated other faculty.

# Distribution of Ranked Faculty

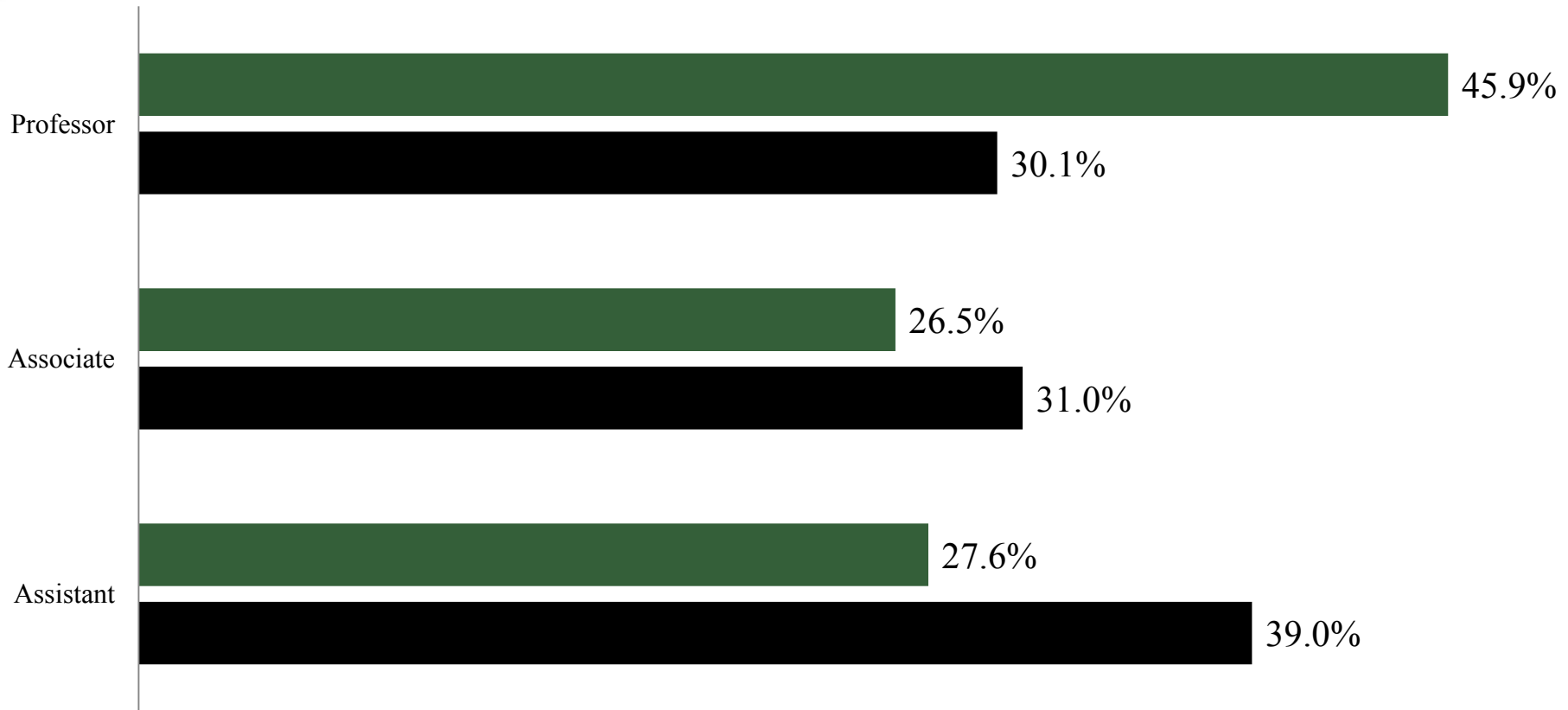
(Full, Associate, and Assistant Professors only)

Marshall University vs SREB Institutions



Fall 2008

■ Marshall University    ■ SREB Average (Four-year-3)



Source: SREB Data Exchange

SREB Four-year-3 institutions include public institutions in the SREB states that confer at least 100 master's degrees (or higher) distributed among at least 10 disciplines each year. Instructors and undesignated/other faculty are excluded.

# Benefits provided to Faculty



- New benefit:
  - Ten faculty received benefits as a result of the new Employee Dependent Undergraduate Tuition Assistance Program (EDUTAP) with a total annualized benefit of \$38,658 (based on Fall 2009 participants).

Source: AAUP Faculty Salary Survey

# Average total value of all benefits per participant: 2009-2010

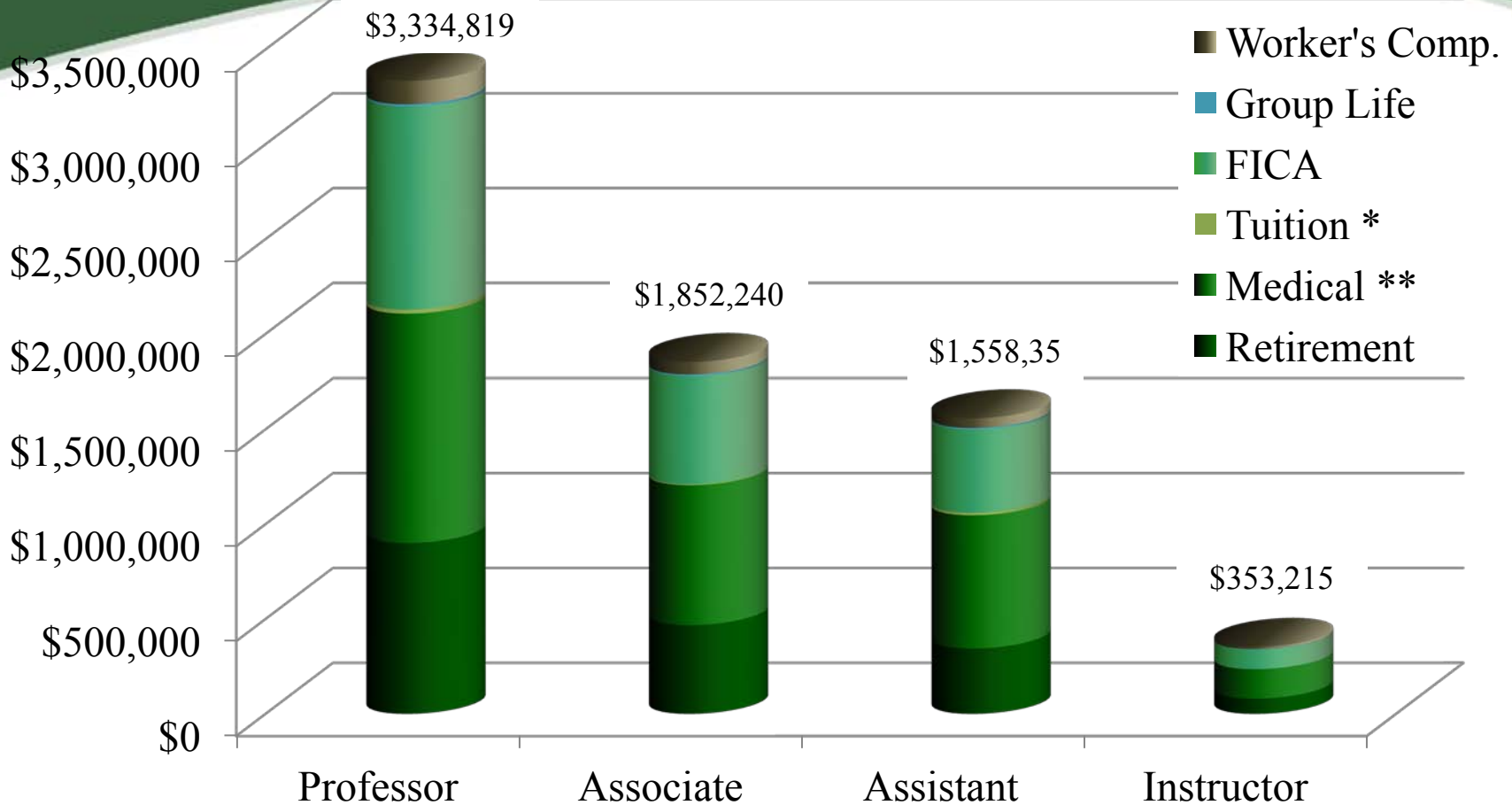


	Professor	Associate	Assistant	Instructor	All Ranks
<b>Retirement</b>	\$4,621	\$3,745	\$2,924	\$2,018	\$3,755
<b>Medical</b>	\$7,055	\$7,029	\$6,886	\$5,755	\$6,919
<b>Tuition<sup>1</sup></b>	\$4,169	\$2,428	\$4,319		\$3,866
<b>FICA</b>	\$5,494	\$4,545	\$3,728	\$2,573	\$4,565
<b>Group Life</b>	\$60	\$64	\$65	\$63	\$62
<b>Worker's Comp.</b>	\$634	\$523	\$429	\$296	\$526
<b>TOTAL</b>	\$17,102	\$14,818	\$13,206	\$8,830	\$14,851

Source: AAUP Faculty Salary Survey

<sup>1</sup>Not included in the benefits total

# Total Value of All Benefits per Rank 2009-2010



Benefits are converted to 9-month basis except those marked \*\*

\*\*Benefits that are not computed as a percentage of salary are not subject to conversion (medical, tuition, other)

Source: AAUP Faculty Salary Survey

# Chronicle: One-Third of Faculty Members See Dip in Their Salaries



## THE CHRONICLE of Higher Education

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March 8, 2010

### **One-Third of Faculty Members See Dip in Their Salaries**

*By Jill Laster*

More than a third of all college faculty members took a pay cut during 2009-10, and overall faculty pay showed no salary increase, according to a report released this week. The results are in contrast to those in the recent past, when professors' pay increased nearly 4 percent per year.

The College and University Professional Association for Human Resources, which conducts the annual survey, says only faculty members at private doctoral institutions saw a salary increase of any significance, and it was about 1.7 percent, on average.

The association collected data from more than 200,000 faculty members and 4,000 researchers for the period September 2009 to January 2010. Overall faculty pay showed no growth since last year,

<http://chronicle.com/article/One-Third-of-Faculty-Member/64540/>

The Presentation is  
Available at:

[www.marshall.edu/president](http://www.marshall.edu/president)

