

UNIVERSITY OF KANSAS FACULTY COMPENSATION COMMITTEE 2020-2021 FINAL REPORT

COMMITTEE MEMBERS

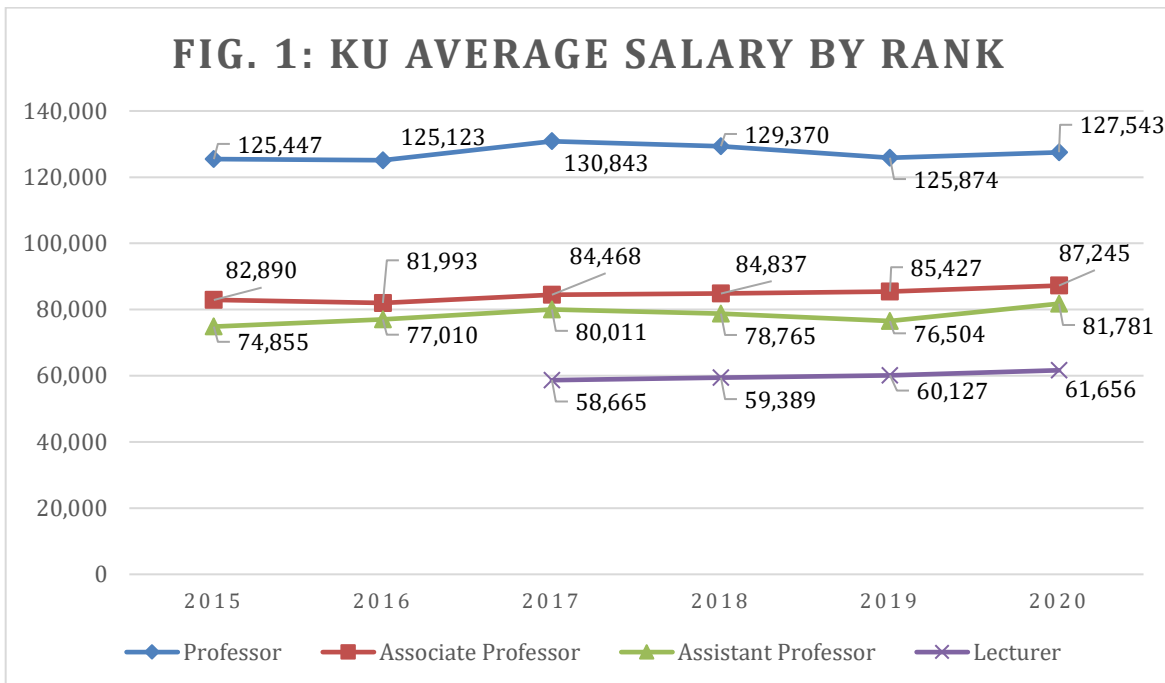
Joshua Arpin (Business), Carolyn Watson (Music), Cambrey Nguyen (chair), Hossein Saiedian (Engineering), David Weis (Chemistry), and Chris Brown (ex-officio)

EXECUTIVE SUMMARY OF STANDING CHARGE

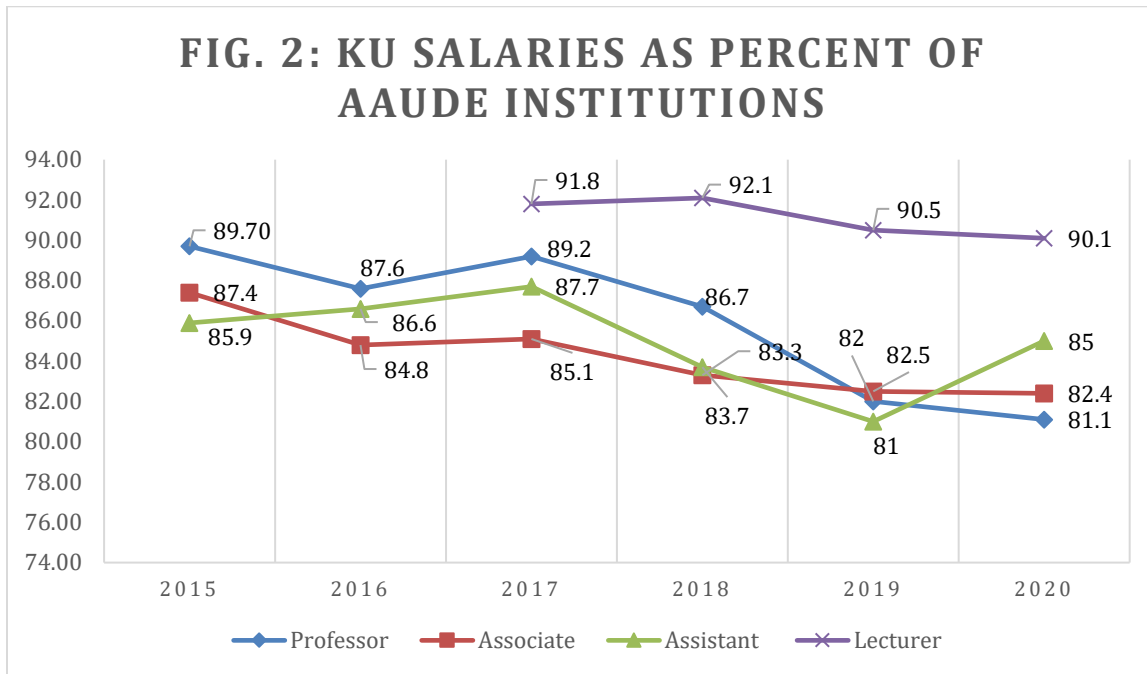
The standing charge for this committee is as follows:

- Collect information on levels and distribution of faculty salaries. Report and make policy recommendations to FacEx and the Faculty Senate, including a 1-page executive summary of the Final Report.

The committee received salary data for each rank at KU and salary data compared to peer institutions in September 2020. Based on this data, there was a salary increase of 1.3% for full professor rank, 2.08% for associate professor rank, 6.45% for assistant professor rank, and 2.5% for lecturers from 2019 to 2020 (Figure 1). The 2.5% merit raise given in October 2019 may have attributed to this increase. Note that the salaries in the School of Business and School of Pharmacy closely match peer institution salaries within the same rank.



In 2020, KU faculty made an average of 82.8% of the pay rate of our peers. More specifically, full professors were at 81.1% of peer institutions, associate professors were at 82.4% of peer institutions, assistant professors 85% of peer institutions and lecturers were at 90.1% of peer institutions for lecturers (Figure 2). The salary analysis uses the Runzheimer index to correct for differences in cost of living between Lawrence and the homes of our peer institutions. The gap is still large and accounting for cost of living does not alter the analysis.



Note: Clinical track faculty have been included in the data presented in Figure 2 since 2019. The schools within the Association of American Universities Data Exchange (AAUDE): Colorado, Illinois, Indiana, Iowa, Iowa State, Michigan, Michigan State, Minnesota, Missouri, Nebraska, Ohio State, Purdue, Texas, Texas A&M, Wisconsin.

The information outlined in this report is consistent with previous findings from past years.

OTHER CHARGES

Additional charges given to the committee are provided below:

- Evaluate how the pandemic and budget concerns have affected and will continue to affect faculty compensation on campus, make recommendations to mitigate such impacts.

The committee was not able to assess the impact of the salary savings program and other budget concerns relevant to the pandemic this year. The salary data relevant to the pandemic would be included in FY22 reports from AIR which would not be available until summer of 2021 or later. Future reports from this committee may include pre and post-pandemic information. In addition, it may be valuable to look at other peer institutions and how they addressed salary impacted by COVID-19.

The following charges relate to the previous equity study:

- In addition to the current regression model, an analysis of the distribution increases in compensation within a given rank using years in that rank as an explanatory variable. The current model uses rank and years of service as explanatory variables but does not explicitly model years in rank as an explanatory variable.
- Examining the range of current salaries as a percentage of each person's initial salary in their current rank could be a worthwhile method of detecting disparities in the distribution of raises.
- The AIR reports in future years should strive to separate the effects that are the result of long-standing trends from those that are the results of recent budget cuts and the policy of incentives for early retirement.

The equity study was conducted in December 2019 and includes data from 2020 so AIR will not conduct another study at this time. The study from 2019; however, did not include non-tenured faculty or those self-identified as Asians within the university. The committee discussed that it would be useful for an equity study be conducted for all non-tenured faculty including unclassified academic staff.

ADDITIONAL REPORTS PROVIDED BY AIR

The committee received additional reports provided by AIR in September 2020 relevant to non-tenured faculty salaries and head counts. These reports were not requested by the committee but sent to the committee by the former chair of the Faculty Compensation Committee. The following sections provide a summary of these reports.

OIRP POSTED HEADCOUNTS (FALL 2018)

- A large number of faculty (e.g., Professors of Practice, Clinical faculty, and part-time) FTE numbers have increased (table-6-101).
- Very few minorities were faculty administrators, but there were more minorities in unclassified academic professional staff, student salaried/hourly.

- There are more males as faculty administrators and fewer minorities in the assistant professor rank compared to associate and professor ranks (table 6-119)

OIRP POSTED SALARIES (1988-2019)

- Salary increase (Table 6-205) has not gone past 3.4% for any of the ranks since 2012 for continuing faculty
- Salary increase and compensation (table 6-300) have decreased from 2013 (91.5% to 84.1%, 81.7% compensation) compared to AAUDE

NON-TENURE TRACK FACULTY (FALL 2019)

- Salaries of females were lower than males (~\$10,000) except for Professor of practice and research professor
- This report does not take into account years of service or years in current rank
- It will be important to see ranges of salary to determine if there are significant differences as outliers may impact the average
- This report did not provide comparative salaries by race, ethnicity or other identities.

Professor/Senior (n=31)	The average salaries of females in professor of practice and research professor were at least \$10,000 more than males within this rank.
Associate (n=60)	Within this rank, the average salaries were more than \$10,000 compared to females except for Clinical Associate Professor.
Assistant (n=103)	Salaries of females were lower than males (range of ~4,000 to 20,000).
Instructor (n=1)	There is only one female instructor.
Lecturer (n=191)	The average salary of females in this rank was ~\$18,000 less than males (\$70,757 compared to \$88,703).

*Includes non-tenure track faculty and academic staff that have a FTE of at least 0.75 and are not in an administrative position on the Lawrence/Edwards campus

RECOMMENDATIONS TO FACULTY SENATE

The Faculty Compensation Committee makes the following recommendations based on the meetings we had in FY20-21:

- Clarification on job description for lecturers
 - Per the HR job description, lecturers have instructional responsibilities but has no service or research as part of the job. Nonetheless, lecturers are asked by schools/units to participate in service. We recommend for Faculty Senate to address this aspect with the administrators of the schools and units at KU.
- Equity Study
 - The Chair submitted a request to AIR for an equity study be conducted for non-tenure faculty and include unclassified academic staff, lecturers, instructors, teaching professors, research professors, librarians, professor of the practice.
 - There should be consideration on a timeframe for when equity studies are conducted (e.g., annually, every two years, etc.) and as resources allow since these studies can be time intensive.