

## Faculty Compensation Committee Report (AY 2017-18)

### Committee Membership

Chair Robert Schwaller, History, (2018)  
Susan King, HSES, (2018)  
Hossein Saiedian, Engineering, (2019)  
Margaret Marco, Music, (2019)  
Mark Holder, Ecology & Evolutionary Biology (2020)  
Cambrey Nguyen, Pharmacy (2020)  
Ex-officio member, Chris Brown, Vice Provost, Faculty Development

### Executive Summary:

**Standing charge #1:** In the last year, KU salaries by rank appear to have adjusted towards greater parity with peer institutions. Full and assistant professors show the closest parity and greatest relative increase. Associate professor salaries have seen a greater loss of parity over time and a smaller relative increase in the past year.

**Recommendations** – More work needs to be done to correct lasting inequity at the associate level. Possible solutions include a merit-based salary adjustment for associate professors (similar to adjustments implemented at the lower ranks), larger base salary increases for promotion to associate (with retroactive adjustment), more regular merit increases (because of infrequent merit pool increases longtime KU associates and full professors are more likely to see lower base salary increases than faculty at peer institutions). OIRP has been asked to provide greater detail on salaries of full professors. The parity seen at that level may be caused by higher salaries for externally hired DP positions that could obscure a lack of parity for full professors promoted internally.

**Specific Charge #1** – For the first time the committee was able to review KU library salaries. There are various problems analyzing the data due to the rank structure of the libraries. The KU ranks 57<sup>th</sup> in the Association of Research Libraries (114 members). Among AAU peers, KU ranked 3<sup>rd</sup> in 2015-2016 down from 1<sup>st</sup> in 2014-2015, but up significantly from 13<sup>th</sup> in 2011-2012. The data suggests that library salaries are competitive with our peers and that the library salaries have increased faster at KU than at peer institutions.

**Specific Charge #2** – The committee worked with Staff Senate to review a new dependent tuition policy developed by the Staff Senate Legislative Affairs committee. That policy is currently moving through the legislative process at the Faculty Senate.

**Specific Charge #3** – OIRP did not have new data available to examine salary equity. The most recent OIRP report available for equity was conducted in 2015 and was reviewed by this committee previously.

**Recommendations** - OIRP should be directed to complete a new analysis and be given a standing charge to analyze salaries for equity in gender, ethnicity, and race every other year.

## Faculty Compensation Committee Report (AY 2017-18)

**Standing Charge #1** - Collect information on levels and distribution of faculty salaries. Report and make policy recommendations to FacEx and the Faculty Senate.

Report:

KU faculty salaries (on average) have risen in the last 15 years with a dip between 2009 and 2011 during the recession and a slight decrease between 2015 and 2016 (Figure 1). Adjusting for inflation, faculty salaries (on average) have risen \$8244.42 (in today's dollars) over the past 15 years. However, comparisons with peer institutions suggest that KU, on average, is not keeping up with the faculty marketplace.

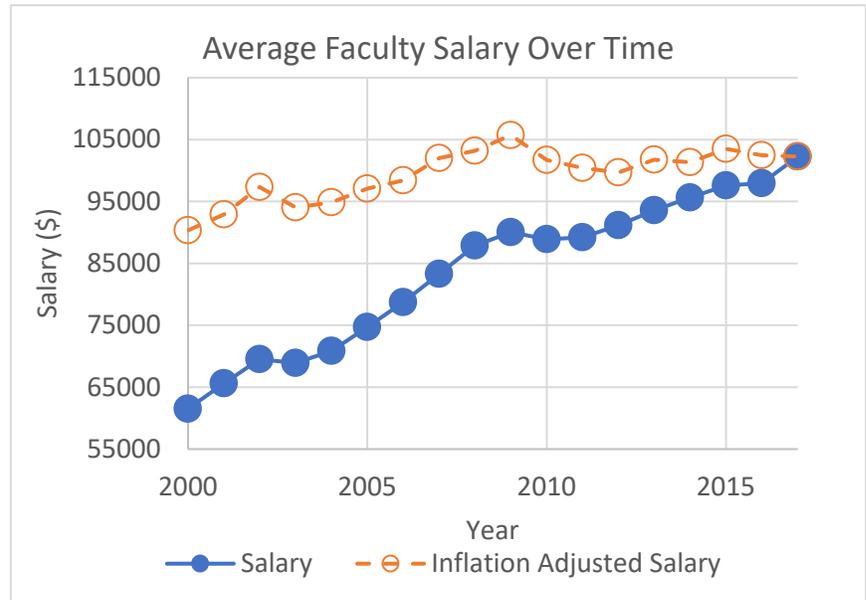


Figure 1

From a peak in 2009, faculty salary has generally decreased relative to the AAU (Figure 2), and our peer institution group (see Appendix). In the last year, KU salaries show a reversal of this trend. The overall decrease affected the associate rank more than assistants or full professors. Similarly, the recent trend toward increased parity affected assistant and full professor salaries more than those at the associate level. These trends may be accounted for by market forces which lead to increased competition at the junior rank where applicants may be considering employment offers from across the country

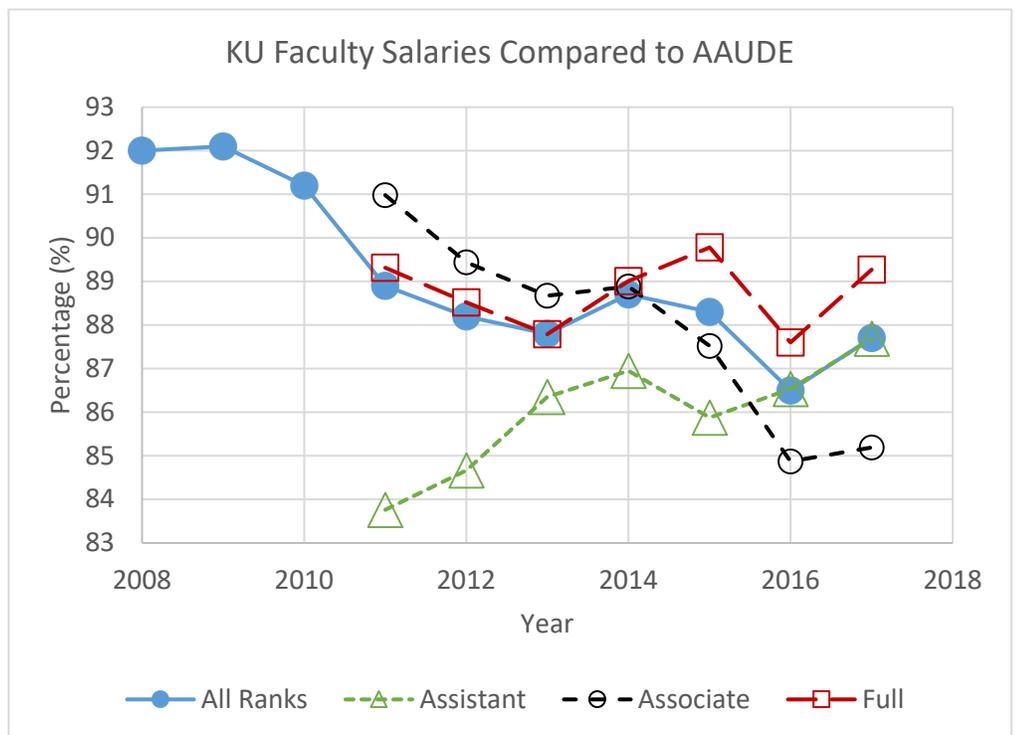


Figure 2

Although national searches for senior positions, such as university professorships and distinguished professors, likely influence the greater parity at the rank of full professor. The university should consider

## Faculty Compensation Committee Report (AY 2017-18)

some salary adjustments to help keep associate professor salaries competitive to prevent the loss of talented scholars to other institutions.

Examining these data by rank, we found that the different faculty ranks have, for the most part tracked in parallel with full professors rising slightly faster than assistant and associate professors (Figure 3).

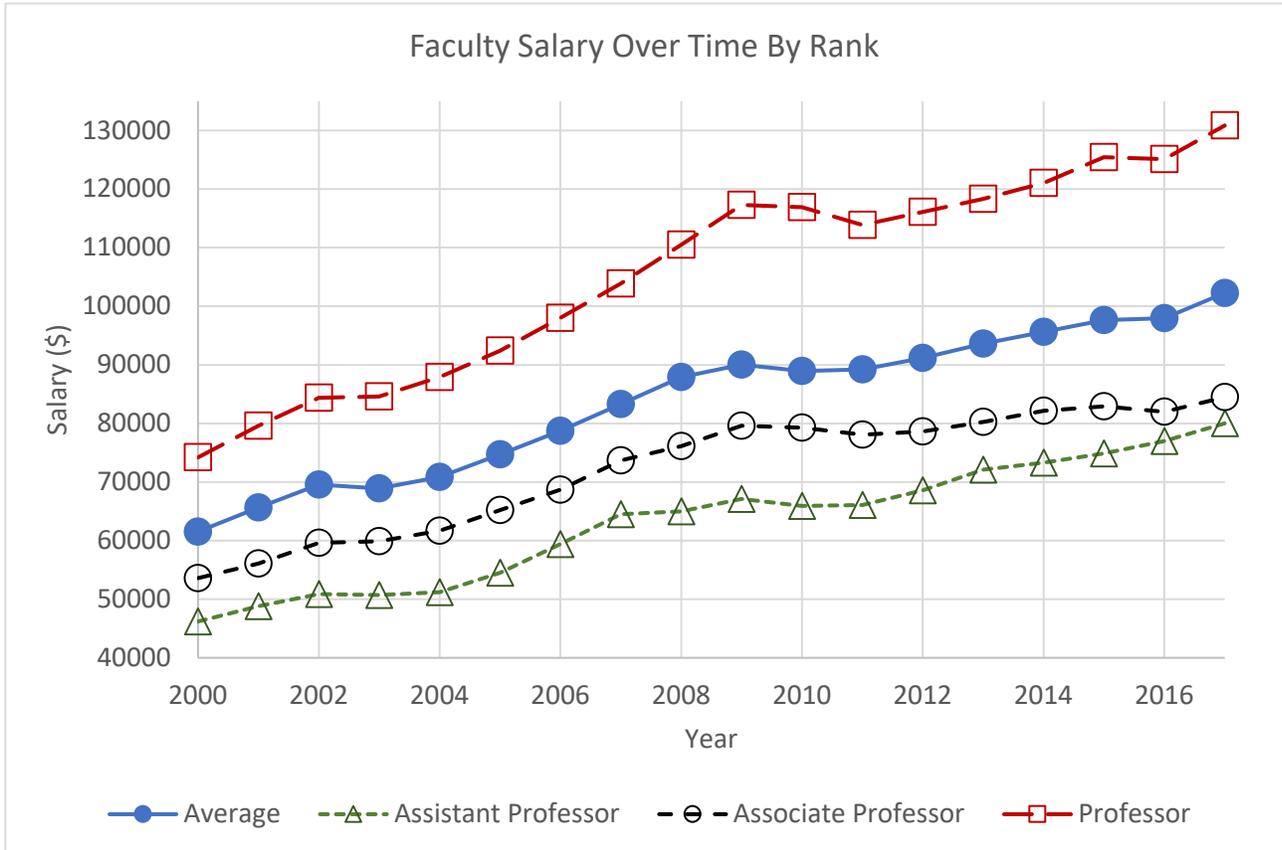


Figure 3

These patterns are also observed when the salaries are adjusted for inflation (Figure 4). These figures illustrate the recent (2015-2017) dip in salaries at the associate and full ranks. These data suggest that, in aggregate, faculty compression is not much of an issue, although associate professors have been growing at a slightly lower rate than the other ranks in the last 5 years. For that same time period, KU

## Faculty Compensation Committee Report (AY 2017-18)

associate professors have had lower average salaries than peer group assistant professors.

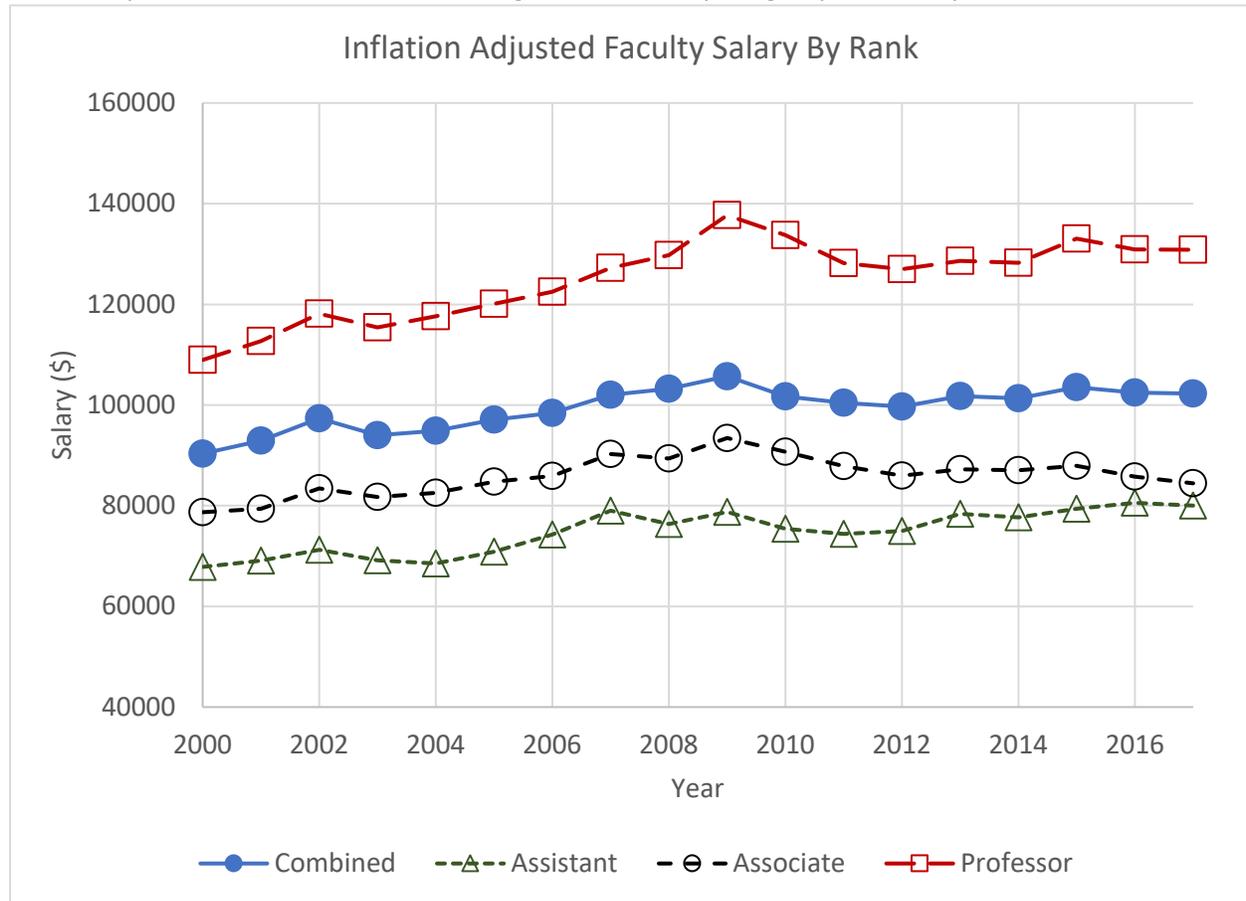


Figure 4

The data provided by OIRP (Appendix) indicates differences across units from these general trends. In several cases, units have succeeded in maintaining relative parity to peer institutions' salaries. For example, salaries the School of Journalism and Mass Communication are between 99.4% (assoc) and 96.3% (full) of peer institutions. Similarly, the School of Pharmacy has salaries that range between 98% (full) and 95.6 (assoc.) of peer institutions. In contrast, several units have significantly less than average salaries in comparison with the peer group. The School of Music has salaries that range between 87.9% (full) and 89% (assist). In the College's Division of the Social Sciences full professors make 86.4% of their peers while assistant professors make 85.6% of their peers.

The tendency for lower ranked professors (especially assistants) to make more relative to their peers than those of higher ranks can be seen most clearly in the College's Division of Natural Sciences, and most of the professional schools (The School of Architecture, Design and Planning, The School of Business, The School of Engineering, The School of Law, The School of Music, and School of Social Welfare). This data suggests that market forces and employment prospects outside of higher education have helped keep entry level salaries high in these units. However, smaller promotion and merit raises have led to decreased relative salaries of longer serving faculty.

**Recommendations** - The disparity in salaries at the associate and full level between KU and peer institutions needs to be addressed. The gap appears to be increasing especially at the associate rank.

## Faculty Compensation Committee Report (AY 2017-18)

Although there is less movement at these ranks, the growing disparity may lead to some KU faculty to seek employment elsewhere. Targeted salary adjustments may help reduce the disparities as would greater salary increases for promotion from assistant to associate professor. Since some units appear to have maintained parity better than others, further investigation into the factors contributing to these trends would be helpful to considering future options. Additionally, the University could consider ways of improving employee compensation outside of salary increases. Finally, the committee asks that these findings be disseminated to the Deans and Provost's office so that they might be more aware of issues of salary parity across different units of the University.

**Specific Charge #1** - Collect and analyze more data on Library salaries and salary compression. Compare library salaries with peer institutions and provide a report.

Comparison of library salaries poses a more difficult task than faculty salaries. Different institutions use a variety of ranking schemes to classify library faculty/staff. This makes direct comparison by rank difficult. In previous years, OIRP had no comparative data available for library salaries. This year OIRP has provided some data on KU Library salaries. The KU ranks 57<sup>th</sup> in the Association of Research Libraries (114 members). Among AAU peers, KU ranked 3<sup>rd</sup> in 2015-2016 down from 1<sup>st</sup> in 2014-2015, but up significantly from 13<sup>th</sup> in 2011-2012.

**Recommendations** – The data suggests that library salaries are competitive with our peers and that the library salaries have increased faster at KU than at peer institutions. Yet without a breakdown of salaries by rank we cannot determine if the increase has been consistent across library faculty. Further analysis by OIRP might help clarify salary compression among library faculty.

**Specific Charge #2** - Work with Staff Senate Committee to investigate the feasibility of implementing of dependent tuition assistance at KU and reciprocal agreements at the other Regent's Schools as a benefit for faculty.

Chair Schwaller has discussed the issue with Staff Senate Legislative Affairs Committee Chair Robert Waller. The Staff Senate Committee has drafted a proposed dependent tuition assistance program based on a review of regent's school policies. To prevent duplication of effort, and insure consistency, the chairs discussed forwarding the Staff Senate proposal to the Faculty Compensation committee and FacEx after it progressed through the Staff Senate. Staff Senate Executive Committee approved the proposal on Dec. 13, 2017.

**Specific Charge #3** - Collect and analyze information on salaries, to determine if KU has equity with regard to gender, ethnicity and race.

The most recent OIRP report available for equity was conducted in 2015 and was reviewed by this committee previously.

**Recommendations** - OIRP should be directed to complete a new analysis and be given a standing charge to analyze salaries for equity in gender, ethnicity, and race every other year.