

UNIVERSITY OF KANSAS FACULTY COMPENSATION COMMITTEE 2021-2022 FINAL REPORT

COMMITTEE MEMBERS

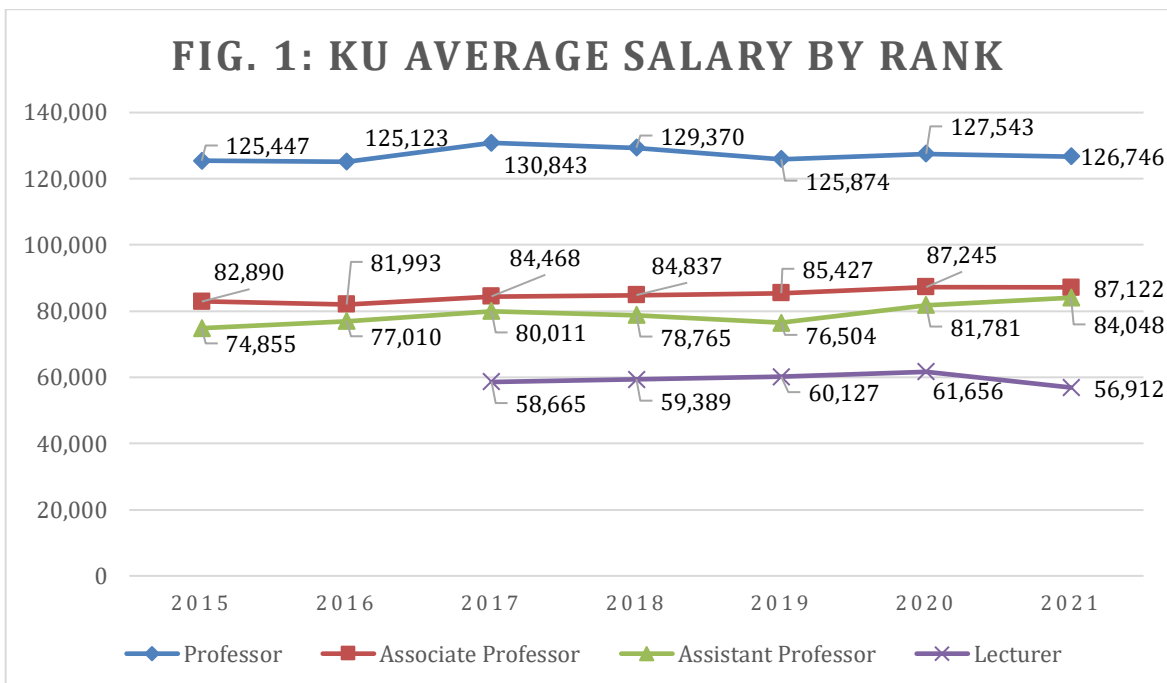
Joshua Arpin (Business), Carolyn Watson (Music), Cambrey Nguyen (chair), Hossein Saiedian (Engineering), Justin Blumenstiel (Biology) and Chris Brown (ex-officio)

EXECUTIVE SUMMARY OF STANDING CHARGE

The standing charge for this committee is as follows:

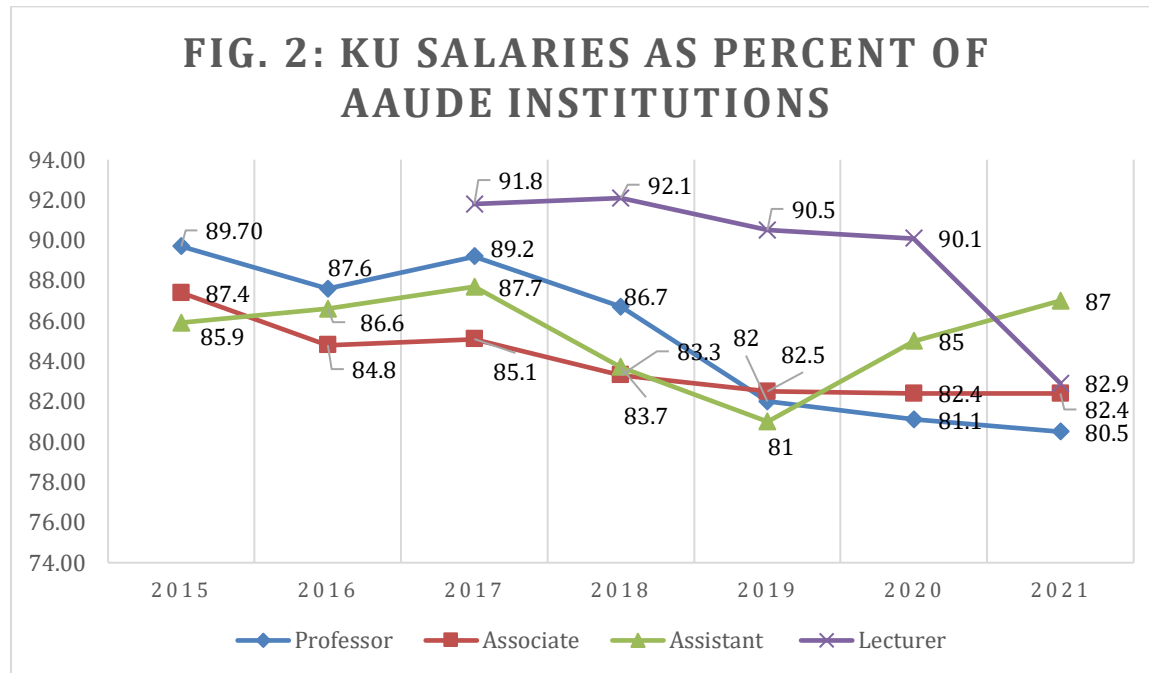
- Collect information on levels and distribution of faculty salaries. Report and make policy recommendations to FacEx and the Faculty Senate, including a 1-page executive summary of the Final Report.

The committee received salary data for each rank at KU and salary data compared to peer institutions in September 2021. Based on this data, there was a salary decrease of 0.1% for full professor rank, 0.1% decrease at the associate professor rank, 2.8% increase for assistant professor rank, and 7.8 % decrease for lecturers from 2020 to 2021(Figure 1).



In 2021, KU faculty made an average of 82.5% of the pay rate of our peers among all of the ranks. The full professors' salaries were at 80.5% of peer institutions, associate professors

were at 82.4% of peer institutions, assistant professors 87.0% of peer institutions and lecturers were at 82.5% 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.
 - Based on the salary data from FY21, lecturers had the biggest decrease in salary compared to the associate and full professor ranks; however, there was an increase of 2.8% in the assistant professor rank. This was brought up with AIRE and additional data were requested to explain the increase in salary for the assistant rank as there was a salary savings plan implemented

during this fiscal year; however, due to time and resources, the data have not been provided.

- Conduct an equity study focused on non-tenure-track faculty and include unclassified academic staff, lecturers, instructors, teaching professors, research professors, librarians, professor of the practice.
 - A meeting with AIRE in the fall semester established that a pilot study will be conducted for this cohort. The committee will work with AIRE for this pilot.
- Discuss with AIR the possibility of establishing recurring equity studies under a workable timeframe.
 - A meeting with AIRE established they would like to conduct an equity study for tenure-track on a yearly basis.
- Discuss opportunities for more transparent interaction with data, for example through dashboards.
 - This was discussed with AIRE and they will look into more interaction with the data provided by the dashboards.
- In addition to the current regression model, conduct and report on an analysis of 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.
 - As per AIRE, this is currently being done in the analysis of compensation for faculty.
- 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.
 - This aspect has discussed with AIRE and will be evaluated in future reports.

RECOMMENDATIONS TO FACULTY SENATE

Due to the limited reports provided to the committee this year due to time and resources at AIRE, the Faculty Compensation Committee does not have any recommendations to make at this time. Note that reports may become available after the submission of this report and any additional reports or assessments will be included in the following committee report in FY22-23.