

Phase III Faculty Salary Study

Faculty Information

❑ Total number of faculty members: 277

Category	Total #
Assistant Professor	113
Associate Professor	65
Professor	99

❑ Faculty members on a step that exceeds their actual YOS

	Faculty Count	Step>YOS
Total	277	77
<Step 10	138	30

Explanation of Model Metrics

☐ S&B Phase III recommendations:

- ☐ Maximum of 9 steps so that new associate professors have a higher salary than new assistant professors who would start on step 10 max
- ☐ No cap on look back period from date of hire
- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step (HSDE faculty 1 year = 1 step)
- ☐ SF only Adjunct, 48 credit hours = 1 step
- ☐ FT related industry level one 1 year = 1 step and level two 2 years = 1 step

☐ Metric recommendations used in Model 1 and assumptions:

- ☐ Total of 277 faculty using a sample group of 60 faculty (20 assistant, 20 associate and 20 professors) for an average step estimate
- ☐ Maximum of 9 (5,3,2 corresponding to lookback) steps so that new associate professors have a higher salary than new assistant professors
- ☐ No cap on look back period from date of hire Limited look back period of 5 years, 3 years, and 2 years.
- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step (HSDE faculty 1 year = 1 step)
- ☐ SF only Adjunct, 48 credit hours = 1 step
- ☐ FT related industry level one 1 year = 1 step and level two 2 years = 1 step

MODEL 1

- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step
- ☐ SF Adjunct, 48 credit hours = 1 step
- ☐ FT Related Industry, 1 year = 1 step

TYPE	TOTALS		
	5 YEARS	3 YEARS	2 YEARS
ASSISTANT (113)	\$ 180,235.00	\$ 131,080.00	\$ 98,310.00
ASSOCIATE (65)	\$ 177,216.00	\$ 117,312.00	\$ 84,864.00
PROFESSOR (99)	\$ 273,566.70	\$ 165,933.90	\$ 116,602.20
TOTAL	\$ 631,017.70	\$ 414,325.90	\$ 299,776.20

- ☐ Considers all 277 faculty members projected steps for prior experience at the time of hire.

Model Assumptions:

- ☐ Limited look back period of 5 years, 3 years, and 2 years.
- ☐ Max steps of 5, 3, and 2 corresponding to lookback period.
- ☐ Step credit as noted above.
- ☐ Sample group of 60 based on 20 from each category.
- ☐ Totals are based on the average of the sample group.

TYPE	AVERAGE STEP		
	5 YEARS	3 YEARS	2 YEARS
ASSISTANT	2.20	1.60	1.20
ASSOCIATE	3.55	2.35	1.70
PROFESSOR	3.05	1.85	1.30

Model 2 Metrics and Model Assumptions

☐ Metric recommendations used in model 2:

- ☐ Maximum of 9 steps so that new associate professors have a higher salary than new assistant professors
- ☐ No cap on look back period from date of hire
- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step (HSDE faculty 1 year = 1 step)
- ☐ SF only Adjunct, 48 credit hours = 1 step
- ☐ FT Related Industry level one 1 year = 1 step and level two 2 years = 1 step

☐ Model assumptions:

- ☐ Maximum of 9 steps (no one on step 10 and above are included)
- ☐ Reviews all 138 faculty on step 9 or below
- ☐ No cap on look back period from date of hire
- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step (HSDE faculty 1 year = 1 step)
- ☐ SF only Adjunct, 48 credit hours = 1 step.
- ☐ Model 2.2 also looks at SF only Adjunct, 60 credit hours = 1 step
- ☐ FT related industry level one 1 year = 1 step and level two 2 years = 1 step
- ☐ Model 2.3 considers only CTE industry experience at 1 year = 1 step
- ☐ Lower charts in peach considers faculty member current step placement as part of the max of 9 steps for those who are currently on a step that exceeds their actual year of service.

MODEL 2.1 All Experience

- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step
- ☐ SF Adjunct, 48 credit hours = 1 step
- ☐ FT Related Industry, 1 year = 1 step

	Assistant Professor 9M and 12M	Associate Professor 9M and 12M	TOTAL	BUDGET DIFF
9 STEPS (MAX TO STEP 10)	\$ 314,865.00	\$ 47,620.00	\$ 362,485.00	\$ (137,485.00)
7 STEPS (MAX TO STEP 8)	\$ 251,059.00	\$ 15,553.00	\$ 266,612.00	\$ (41,612.00)
6 STEPS (MAX TO STEP 7)	\$ 216,799.00	\$ 5,376.00	\$ 222,175.00	\$ 2,825.00
4 STEPS (MAX TO STEP 5)	\$ 135,047.00	\$ -	\$ 135,047.00	\$ 89,953.00

	Assistant Professor 9M and 12M	Associate Professor 9M and 12M	TOTAL	BUDGET DIFF
9 STEPS (MAX TO STEP 10)	\$ 301,633.00	\$ 46,084.00	\$ 347,717.00	\$ (122,717.00)
7 STEPS (MAX TO STEP 8)	\$ 243,627.00	\$ 15,553.00	\$ 259,180.00	\$ (34,180.00)
6 STEPS (MAX TO STEP 7)	\$ 212,267.00	\$ 5,376.00	\$ 217,643.00	\$ 7,357.00
4 STEPS (MAX TO STEP 5)	\$ 135,047.00	\$ -	\$ 135,047.00	\$ 89,953.00

MODEL 2.2 Adjunct 60 hours

- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step
- ☐ SF Adjunct, 60 credit hours = 1 step
- ☐ FT Related Industry, 1 year = 1 step

	Assistant Professor 9M and 12M	Associate Professor 9M and 12M	TOTAL	BUDGET DIFF
9 STEPS (MAX TO STEP 10)	\$ 305,440.00	\$ 46,852.00	\$ 352,292.00	\$ (127,292.00)
7 STEPS (MAX TO STEP 8)	\$ 243,084.00	\$ 15,553.00	\$ 258,637.00	\$ (33,637.00)
6 STEPS (MAX TO STEP 7)	\$ 209,549.00	\$ 5,376.00	\$ 214,925.00	\$ 10,075.00
4 STEPS (MAX TO STEP 5)	\$ 130,697.00	\$ -	\$ 130,697.00	\$ 94,303.00

	Assistant Professor 9M and 12M	Associate Professor 9M and 12M	TOTAL	BUDGET DIFF
9 STEPS (MAX TO STEP 10)	\$ 291,483.00	\$ 45,316.00	\$ 336,799.00	\$ (111,799.00)
7 STEPS (MAX TO STEP 8)	\$ 235,652.00	\$ 15,553.00	\$ 251,205.00	\$ (26,205.00)
6 STEPS (MAX TO STEP 7)	\$ 205,017.00	\$ 5,376.00	\$ 210,393.00	\$ 14,607.00
4 STEPS (MAX TO STEP 5)	\$ 129,247.00	\$ -	\$ 129,247.00	\$ 95,753.00

MODEL 2.3 CTE Industry Only

- ☐ FT Higher Education, 1 year = 1 step
- ☐ FT K-12, 2 years = 1 step
- ☐ SF Adjunct, 48 credit hours = 1 step
- ☐ CTE Related Industry, 1 year = 1 step

	Assistant Professor 9M and 12M	Associate Professor 9M and 12M	TOTAL	BUDGET DIFF
9 STEPS (MAX TO STEP 10)	\$ 288,216.00	\$ 45,316.00	\$ 333,532.00	\$ (108,532.00)
7 STEPS (MAX TO STEP 8)	\$ 230,210.00	\$ 14,017.00	\$ 244,227.00	\$ (19,227.00)
6 STEPS (MAX TO STEP 7)	\$ 199,032.00	\$ 4,608.00	\$ 203,640.00	\$ 21,360.00
4 STEPS (MAX TO STEP 5)	\$ 126,344.00	\$ -	\$ 126,344.00	\$ 98,656.00

	Assistant Professor 9M and 12M	Associate Professor 9M and 12M	TOTAL	BUDGET DIFF
9 STEPS (MAX TO STEP 10)	\$ 274,984.00	\$ 43,780.00	\$ 318,764.00	\$ (93,764.00)
7 STEPS (MAX TO STEP 8)	\$ 222,778.00	\$ 14,017.00	\$ 236,795.00	\$ (11,795.00)
6 STEPS (MAX TO STEP 7)	\$ 194,500.00	\$ 4,608.00	\$ 199,108.00	\$ 25,892.00
4 STEPS (MAX TO STEP 5)	\$ 125,619.00	\$ -	\$ 125,619.00	\$ 99,381.00

Total Comparisons for Model 2 Versions

	ALL EXP	ADJ at 60	CTE Only
	TOTAL	TOTAL	TOTAL
9 STEPS (MAX TO STEP 10)	\$ 362,485.00	\$ 352,292.00	\$ 333,532.00
7 STEPS (MAX TO STEP 8)	\$ 266,612.00	\$ 258,637.00	\$ 244,227.00
6 STEPS (MAX TO STEP 7)	\$ 222,175.00	\$ 214,925.00	\$ 203,640.00
4 STEPS (MAX TO STEP 5)	\$ 135,047.00	\$ 130,697.00	\$ 126,344.00

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9 STEPS (MAX TO STEP 10)	\$ 347,717.00	\$ 336,799.00	\$ 318,764.00
7 STEPS (MAX TO STEP 8)	\$ 259,180.00	\$ 251,205.00	\$ 236,795.00
6 STEPS (MAX TO STEP 7)	\$ 217,643.00	\$ 210,393.00	\$ 199,108.00
4 STEPS (MAX TO STEP 5)	\$ 135,047.00	\$ 129,247.00	\$ 125,619.00

Total Comparisons for Model 1 and Model 2 Versions

TYPE	TOTALS		
	5 YEARS	3 YEARS	2 YEARS
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4 STEPS (MAX TO STEP 5)	\$135,047.00	\$129,247.00	\$125,619.00

Summary

- ❑ Model 1 includes all SF faculty regardless of years of service/step level. Cost prohibitive for steps >2.
- ❑ Model 1 does not account for prior credit given for steps.
- ❑ Model 1 is based on an average sample and actual costs will vary.
- ❑ Model 2 includes actual experience of 138 SF faculty who are currently on step 9 or below.
- ❑ Model 2 reflects options based on adjusting values of steps.
- ❑ Assistant Professors moving to Associate Professor experience a 6% increase in step value that further separates their salaries from Assistant Professors who are awarded steps at time of hire. Satisfies S&B rec that Assoc Professor comp should always be above a similarly situation incoming Asst Professor.
- ❑ Associate Professors moving to Professor experience an 18% increase in step value that greatly distinguishes their salaries.
- ❑ Salary compression will occur for those who are currently on steps 9 and below with new Assistant Professors.
- ❑ Salary compression for existing and new faculty can only be mitigated by giving external step experience lower values than fulltime faculty SF experience.
- ❑ Models can be run for various step values as examples in Model 2.2 and 2.3

Conclusion

MITIGATION FACTORS

- ☐ Preserving a distinction in salary between Assistant and Associate Professors.
- ☐ Recognizing prior experience to provide a higher, more competitive starting salary for those with experience vs those right out of grad school.
- ☐ Concern for valuing outside experience equal to SF fulltime experience.
- ☐ Staying within budget.

DISCUSSION