

# Faculty/Staff Issues

Internal Data

# Faculty Recruitment Chairs' Survey

- Of 14 survey respondents, 12 ranked the difficulty of EKU's recruitment processes as average to extremely difficult.
- All respondents noted barriers in the recruitment processes. Those most frequently mentioned were:
  - Non-competitive salaries and (fringe) benefits
  - Administrative delays/paperwork/HR and EEOC
  - Delays in advertising positions
  - Lack of diversity (campus and community)
- 3 chairs noted their department had a new faculty member **resign within his/her first five years** due to issues related to EKU (as opposed to personal or performance issues) such as:
  - Better pay
  - Better health benefits
  - Lighter teaching load
  - More institutional support for research and scholarship;
  - Internal support for scholarly activity appropriate to institution's research expectations

# Faculty Recruitment Chairs' Survey

- 5 chairs noted their department had a candidate **express concerns or decline an offer** due to issues related to ECU (as opposed to personal issues) such as:
  - Lack of money
  - Late notification and/or start of recruiting processes
  - Lack of competitive salaries
  - Inability to be innovative
  - Minority recruiting policy
  - 4-4 load with little possibility of reassignments
  - Lack of support
  - Lack of incentives
  - Lack of diversity
  - Health insurance costs for family

## Faculty and Staff Inequities

- ***KPI: EKU faculty and staff salaries compared to benchmark institutions or other appropriate comparisons***
- 
- Several surveys were used as benchmarks:
- CUPA surveys
- Compdata surveys
- HEITS survey
- Benchmarks selections were unclear and inconsistent.

## Faculty and Staff Inequities

### *KPI: EKU faculty and staff salaries compared to benchmark institutions or other appropriate comparisons*

- .  
There is obviously a need for inequity increases for staff at EKU.  
There are questions about what is an inequity and how adjustments are distributed?  
Who decides who gets what? Are the decision-makers also getting an equity adjustment?  
The inequity needs of all EKU employee groups is the same?  
Inequity adjustments are more a function of categories, good timing and the selection of benchmark rather than addressing real needs.  
Inequity adjustments are a one time payment rather than a permanent raise to the salary  
It is assumed that all EKU employees have the same salary inequities, hence the equal 50:50 split of the \$200K between faculty and staff. Then that staff portion (\$100K) is rotated on a 3 year cycle with each category taking a turn.

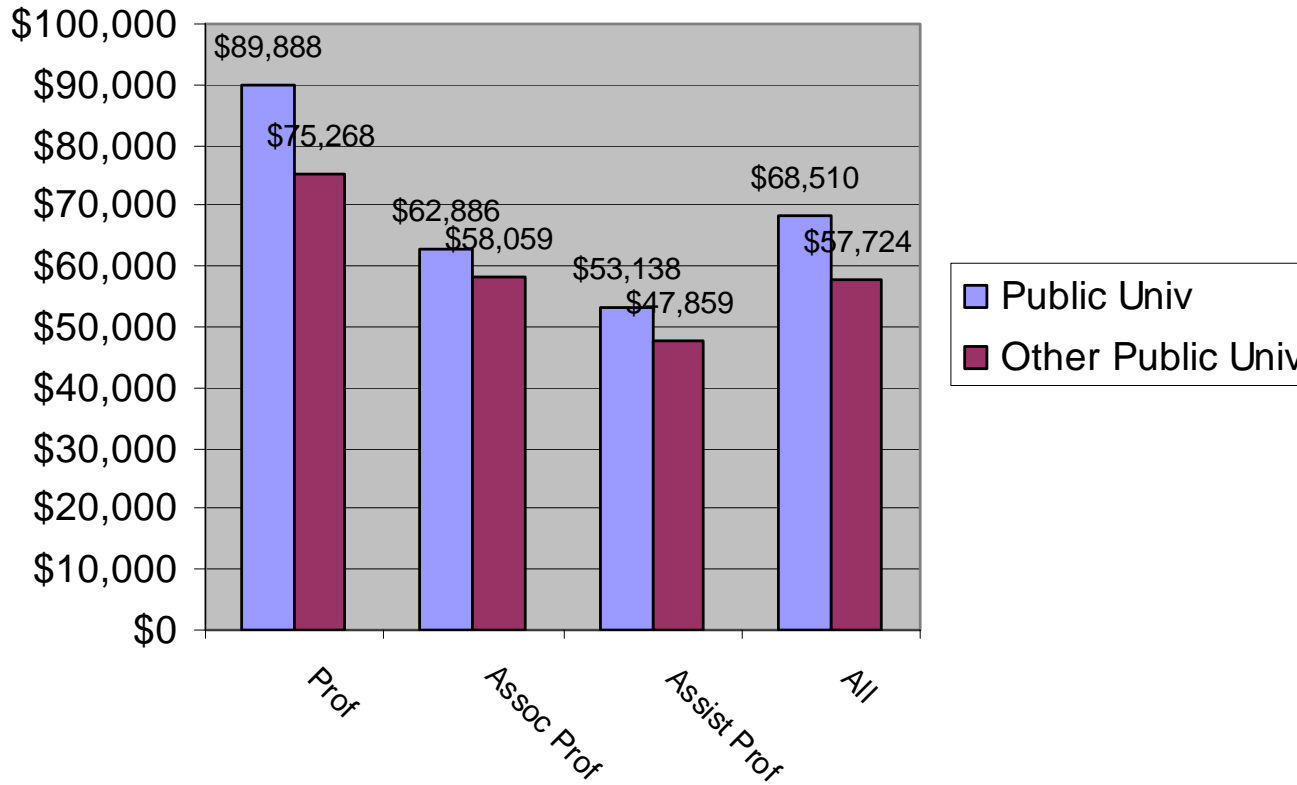
# Faculty/Staff Inequity

- Formula used to determine F & S equity is:
  - Benchmark data x 90% of market x (Aging Factor x Service Factor)
- The following amounts have been allocated to address faculty/staff salary inequities:
  - 02: Faculty (\$50,000) & Staff (\$100,000)
  - 03: Faculty (\$100,000) & Staff (\$100,000)
  - 04: Faculty (\$200,000) & Staff (\$100,000)

# Faculty Salary Inequity

- Target salary is 90% of CUPA market for rank and discipline.
- 90% used due to cost of living index in Richmond, KY
  - Developed in conjunction with Faculty Welfare Committee
- Estimate that \$840,000 is required to fully meet target salaries.

## National Average Pay of Full-time Faculty



# Staff Salary Inequity

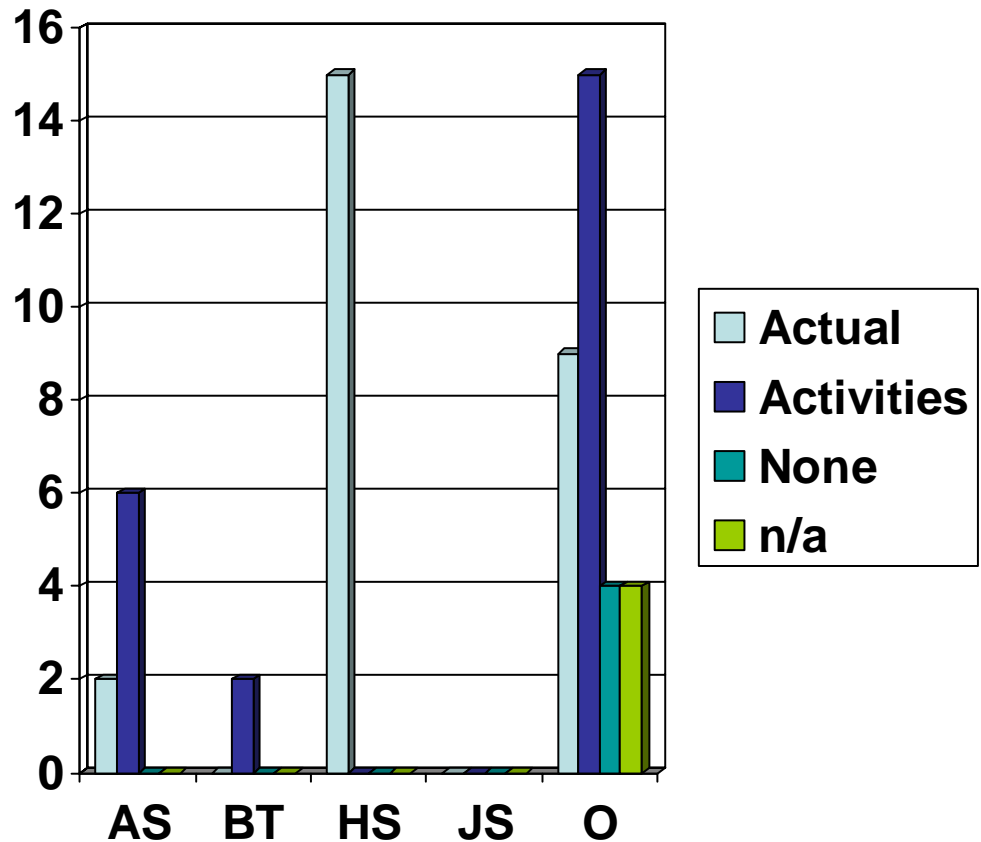
- Staff salary needs reviewed on 3-yr rotating cycle by position.
- Establishment of process to address Staff Salary Inequity in progress.
  - Pay Philosophy: EKU would like to pay salaries that are competitive at 90% of market.
  - Each staff position is being thoroughly analyzed and described.
  - Job Evaluation to determine worth of position both internally and externally.

# Professional Development Plans

- Plans Low with exception of HS
- Activities Moderate

Actual = Actual Plan

Activities = Professional Dev activities, but no formal plan



AS = Arts& Sciences, BS = Business&Technology, HS = Health Sciences,  
JS = Justice&Safety, O=Other