



WICHITA STATE
UNIVERSITY
HUMAN RESOURCES



WICHITA.EDU/HR

Tenure-Track Faculty Salary Review Faculty Senate

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- Purpose: Conduct review of tenure-track faculty base pay compared to external market as well as internal and external equity.
- Committee members: Carolyn Shaw, Gery Markova, Jodie Hertzog and Rick Muma. Collaborated and supported by Human Resources (HR)
- Initial Committee work began Fall 2017



External Market Data

- College and University Professional Association (CUPA) 4-Year Faculty in Higher Education Salary Survey was data source for external market review.
- HR partnered with WSU Office of Planning and Analysis to ensure consistent mapping of positions to survey positions.



- Initial review comparator groups
 - Enrollment (>10,066)
 - Expenses Q4 (>252M)
 - Research
 - Public
 - Exclusions: Private and 2-year/community colleges
- Initial Analyses
 - Faculty Rank
 - College
 - Gender
 - Ethnicity



- Findings

- No significant variances between male and females

- By College

- Females paid slightly higher in Applied Studies, Health Professions, Library and LAS (Social & Natural Sciences)

- Females paid slightly lower in Engineering

- Females paid equal to males in Barton, Fine Arts and LAS Humanities

- By Faculty Rank

- Females paid equal to or slightly higher than males in all Faculty Ranks

- Base pay increases at similar rate for male and females



- Findings (continued)
 - Slight ethnicity variances within Colleges and Faculty Rank
 - By College
 - Barton - Asian/Pacific Islander highest
 - Applied Studies, Fine Arts, Health Professions, LAS Natural Sciences – White highest
 - Engineering – Hispanic highest
 - LAS Social Sciences – Not Indicated/Unknown highest (Black next highest)
 - LAS Humanities – Black highest



- Findings (continued)
 - By Faculty Rank
 - Assistant Professor – Hispanic highest
 - Associate Professor – White highest
 - Professor – Not Indicated/Unknown highest (Black next highest)
 - Overall WSU base pay below market median



Salary Data for Wichita State University Faculty

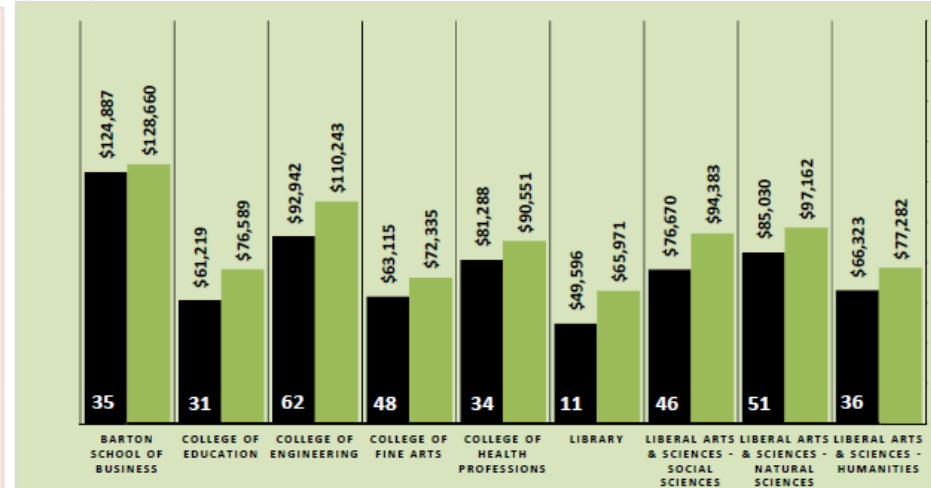
% from Median of CUPA Data

Key Wichita State University tenure/tenure-eligible faculty salary mean (N=354)
 CUPA Comparison group: Expenses Q4(>\$252,619,382) salary median (N=193)

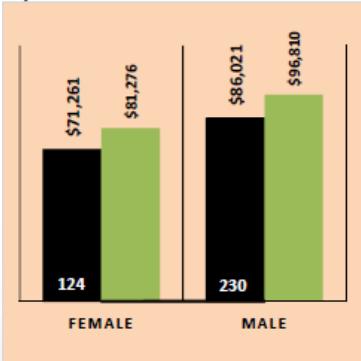
By Faculty Rank*



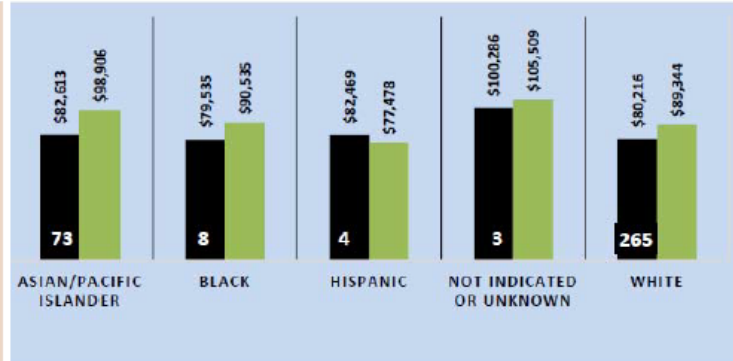
By College*



By Gender*



By Ethnicity*



*Number at bottom of bar indicates WSU employee count. For ethnicity, sample size N = 1 was removed.



- Recommendations to Council of Deans (CoD) in February 2018
 - External market: 4-year public universities with expenses >\$252M
 - Competitive market position: Market median (50th percentile of external market)
 - Market adjustments: <80% of market median
 - Internal and external equity review
 - Implement over five year period



- Two costing models developed
 - Model 1 - \$1,069,548; 193 faculty impacted
 - Model 2 - \$1,305,725; 236 faculty impacted
- Met individually with Deans in summer 2018 to review college findings and seek input



- Model 1 market increases only selected for potential implementation as more attainable from financial standpoint
- Blended approach developed to allocate proportionate amount of market and equity increases while costing same as market increases (\$447,000).



- Tenure track faculty job architecture (i.e., Assistant Professor, Associate Professor, and Professor) was conducive to market-based compensation review so work was slated first.
- Job architecture for non-teaching positions is currently being developed.
 - Market-based compensation review for non-tenure track teaching faculty and non-teaching positions which aligns with this process will commence at future date.