

College of Arts and Sciences
Meeting of Faculty Assembly
SK 101

April 26, 2019

2:00-3:15 PM

ATTENDANCE:

ANTHROPOLOGY:	A. Smallwood, C. Tillquist, J. Zhao
BIOLOGY:	C. Corbitt, P. Eason, D. Schultz
CHEMISTRY:	B. Buchanan, F. Luzzio
CLASSICAL & MODERN LANG.:	R. Buchanan, M. Dalle, T. Dumstorf, B. Fonseca-Gruber, J. Gabbard, M. Greenwood, R. Luginbill, F. Nuessel, S. Owolabi, C. Sullivan, L. Wagner, L. Zeng
COMMUNICATION:	M. Cunningham, M. D'Silva, L. Della, J. Ferré, A. Futrell, J. Hart, K. Walker
COMPARATIVE HUMANITIES:	P. Beattie, A. Hall, A. Kostakis, M. Moazzen, P. Pranke, T. Stewart, E. Wise
ENGLISH:	D. Anderson, S. Biberman, K. Chandler, K. Kopelson, G. Ridley
FINE ARTS:	T. Calvert, Y. Chan, L. Friesen, D. Lai, R. Singel
GEOGRAPHY/GEOSCIENCES:	D. Howarth
HISTORY:	B. Beattie
MATHEMATICS:	C. Biro, B. Jackson, L. Larson, T. Riedel, D. Swanson
PAN-AFRICAN STUDIES:	J. Carew
PHILOSOPHY:	J. Gibson, A. Kolers, D. Owen
PHYSICS:	S. Banerjee, D. Brown, M. Yu
POLITICAL SCIENCE:	J. Abbott, D. Clayton, J. Farrier
PSYCHOLOGY:	B. Mast, J. Pani
SOCIOLOGY:	J. Beggan, K. Christopher, L. Heberle, C. Negrey, J. Rieger, D. Roelfs, R. Schroeder
URBAN & PUBLIC AFFAIRS:	M. Ruther, D. Simpson
WOMEN'S, GENDER & SEXUALITY STUDIES:	C. Fosl, J. Griffin, D. Heinecken, K. Story

Dr. Karen Kopelson, Chair, called the Faculty Assembly to order at 2:05 PM.

The Assembly unanimously approved the graduate and undergraduate candidates for May 2019 graduation.

Dr. Ann Hall presented the candidate for the 2019 Woodcock Medalist, Jessica J. Riley. The Assembly unanimously approved Ms. Riley's nomination.

Dr. Kopelson recognized President Neeli Bendapudi. Dr. Bendapudi had been invited to address the Assembly in August and had finally found a moment in her schedule when she could do so. After offering some brief comments, Dr. Bendapudi opened the floor to questions. In response to a question from Dr. David Anderson, the president offered additional information on the University's partnership with IBM, emphasizing that this partnership will offer opportunities for faculty and students in the humanities as part of IBM's "wide range of interests." An open call for faculty participation in IBM trainings is forthcoming.

Dr. Bendapudi next addressed budget concerns. The University is moving to a three-year budget model and plans to implement systems that will allow for monthly budgeting to improve efficiency. The president announced that new Foundation funding would be available to reinvigorate the Bucks for Brains program. Dr. Bendapudi acknowledged that work remains to be done on resurrecting endowment funds that are currently underwater. An estimated \$44 million is needed to bring all of the funds back into the black and this should be accomplished over the next 2 years. The University wishes to offer employees a "modest" raise for 2019-20. Budgetary realities prevent the University from offering a 2% annual raise, but there is a proposal to offer a 2% increase effective beginning in January 2020. The Board of Trustees had not approved this proposal as of this meeting. The president also mentioned that the Foundation is implementing a new dashboard system that will allow donors who give a certain amount of money annually to log in to see how their gifts are being used. There are IT issues to resolve with this dashboard, but it is expected to be in place within the next 6 months. The faculty were encouraged to be aggressive and proactive in efforts to recruit and retain students. Finally, Dr. Bendapudi answered a question on online education's future at the University. The president expressed concern that a completely-online program may not be the best option for the traditional 18-22-year-old college demographic, but endorsed it for potential degree completers in the greater metropolitan Louisville area.

After Dr. Bendapudi's remarks, Dr. Kopelson next recognized Dr. David Swanson as chair of the Faculty Salary Committee to provide its annual report. Dr. Swanson and Dr. David Roelfs reported on their findings. The committee's full report is attached to these minutes as Appendix A, but the major takeaways are that College faculty's salaries remain at approximately 80% of benchmark, though a slight downwards trend is evident, that there is no evidence of salary inversion, and that there are six possible instances of salary compression for Professors and 40 possible instances of salary compression for Associate Professors.

The Assembly unanimously elected Dr. David Schultz to serve as its 2019-20 chair and Prof. Elaine Wise to serve as its 2019-20 parliamentarian.

The meeting was adjourned at 2:59 PM.

2017 – 2018 FACULTY SALARY SURVEY *by* DISCIPLINE

Benchmark salary data is obtained using the same sources as the Oklahoma State University Faculty Salary Survey. Salary benchmarks are determined using the median of the average salaries among UofL's benchmark institutions.

Due to the timing of the report, the most up-to-date benchmark salary data uses numbers from the prior academic year.

OSU only releases aggregate data sorted by Carnegie classification or by region. Salary data from the individual benchmark institutions must be obtained from those institutions directly.

This information is obtained and compiled annually by UofL's Office of Academic Planning and Accountability. The complete set of benchmark data was unavailable this year.



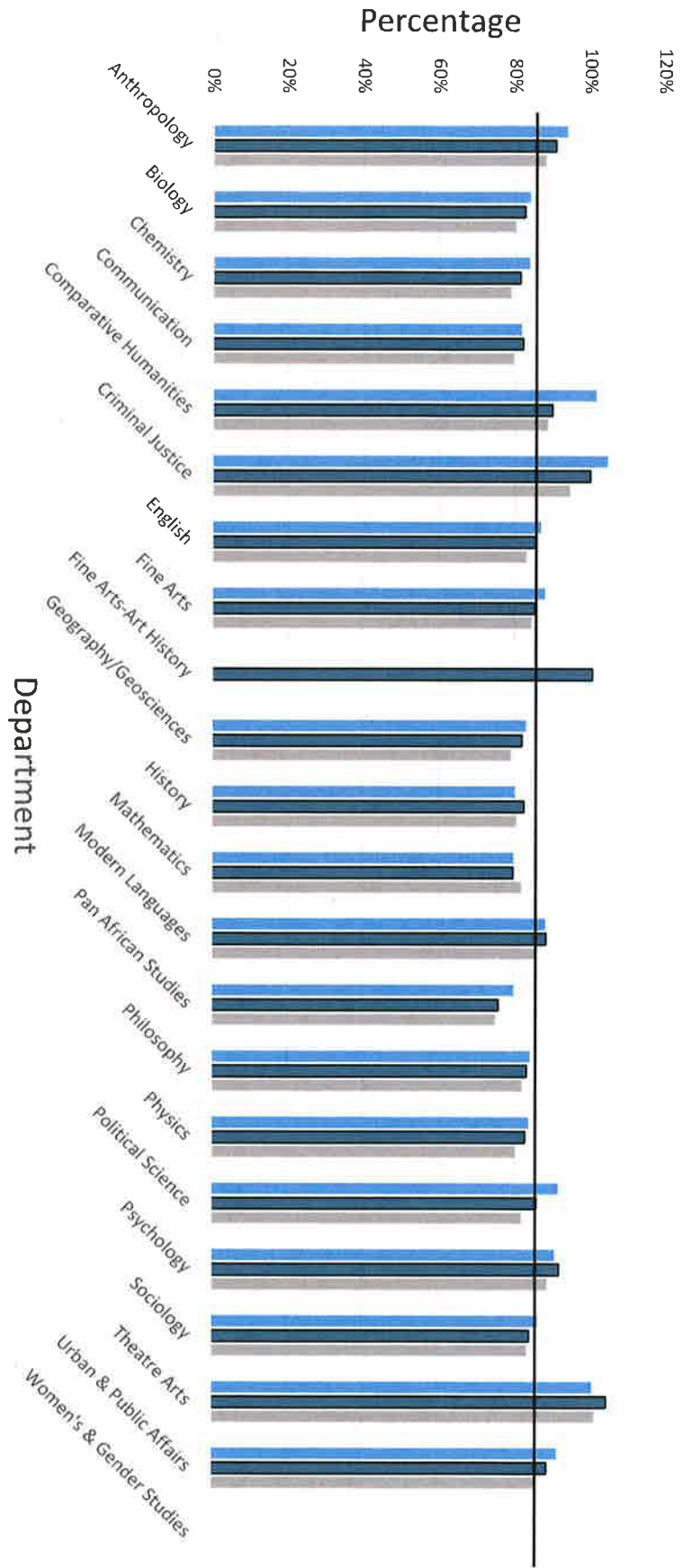
OFFICE OF INSTITUTIONAL RESEARCH
AND INFORMATION MANAGEMENT
OKLAHOMA STATE UNIVERSITY

Table 1 : Projected 2017-18 CIP Median Benchmarks by Discipline and Rank¹

	Assistant	Associate	Professor
Anthropology	\$73,763	\$81,961	\$120,464
Biology	\$82,782	\$92,855	\$128,198
Chemistry	\$84,817	\$97,799	\$145,671
Communication	\$71,272	\$85,457	\$115,915
Comparative Humanities	\$71,485	\$87,673	\$119,870
Criminal Justice	\$71,861	\$95,022	\$140,333
English	\$69,795	\$82,045	\$119,678
Fine Arts	\$66,382	\$77,072	\$105,448
Fine Arts-Art History		\$84,570	\$113,846
Geography/Geosciences	\$78,335	\$89,369	\$125,815
History	\$68,481	\$85,745	\$116,617
Mathematics	\$86,990	\$98,074	\$138,611
Modern Languages	\$69,049	\$82,784	\$114,249
Pan-African Studies	\$78,973	\$96,450	\$137,214
Philosophy	\$69,734	\$83,086	\$122,450
Physics	\$82,096	\$93,296	\$125,402
Political Science	\$73,089	\$92,259	\$135,478
Psychology	\$79,429	\$92,614	\$134,536
Sociology	\$76,058	\$90,222	\$129,880
Theater Arts	\$62,080	\$77,206	\$97,628
Urban & Public Affairs	\$83,290	\$95,152	\$140,274
Women's & Gender Studies		\$97,072	\$120,012

¹ Calculated by adjusting 2016-2017 benchmark salaries for UofL's 19 benchmark institutions extracted from the 2016-17 *Oklahoma State University Faculty Salary Survey*. Benchmark salaries increased by 3.1% for assistant professors, 3.2% for associate professors, and 2.6% for full professors per the results of the 2017-18 *Annual Report on the Economic Status of the Profession* conducted by the AAUP.

Fig. 1. Median salary as a percentage of benchmark salary for assistant professors, 2016-17 through 2018-2019



■ 2016-17 ■ 2017-18 ■ 2018-19

Fig. 2. Median salary as a percentage of benchmark salary for associate professors, 2016-17 through 2018-2019

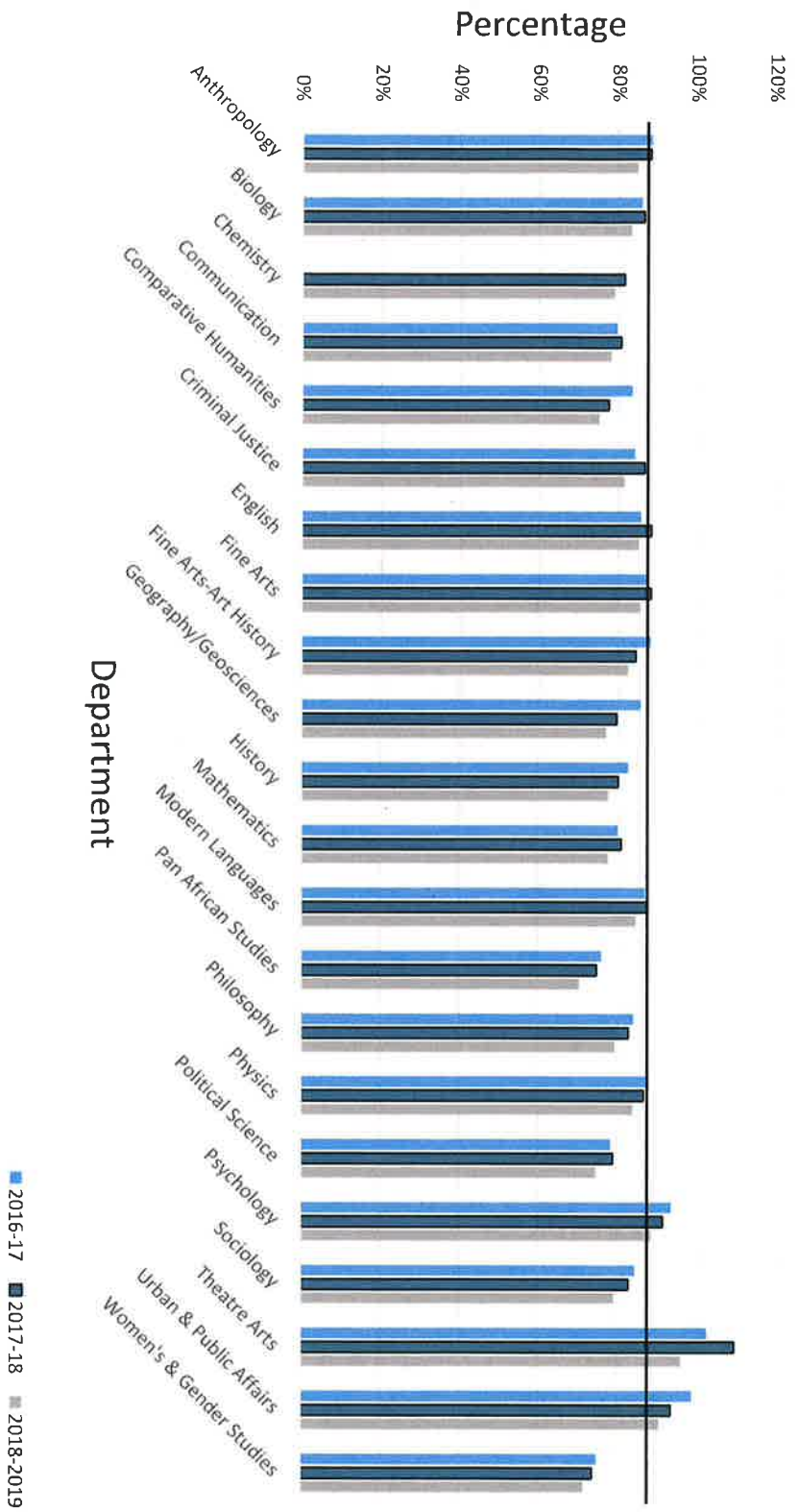


Fig. 3. Median salary as a percentage of benchmark salary for full professors, 2016-17 through 2018-2019

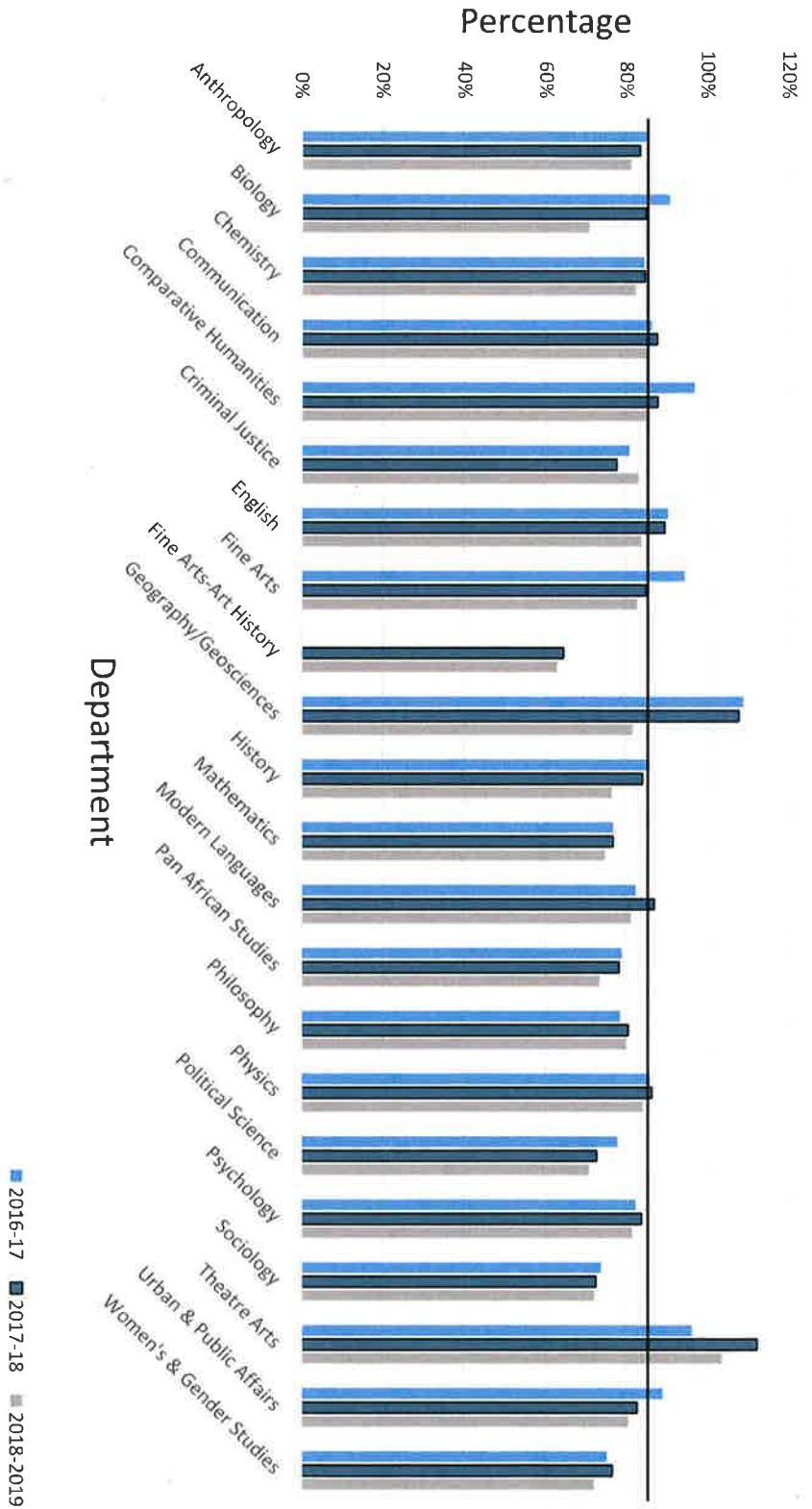


Fig. 4. Difference in dollars between median A&S faculty salaries and benchmark salaries for all ranks, 2018-19

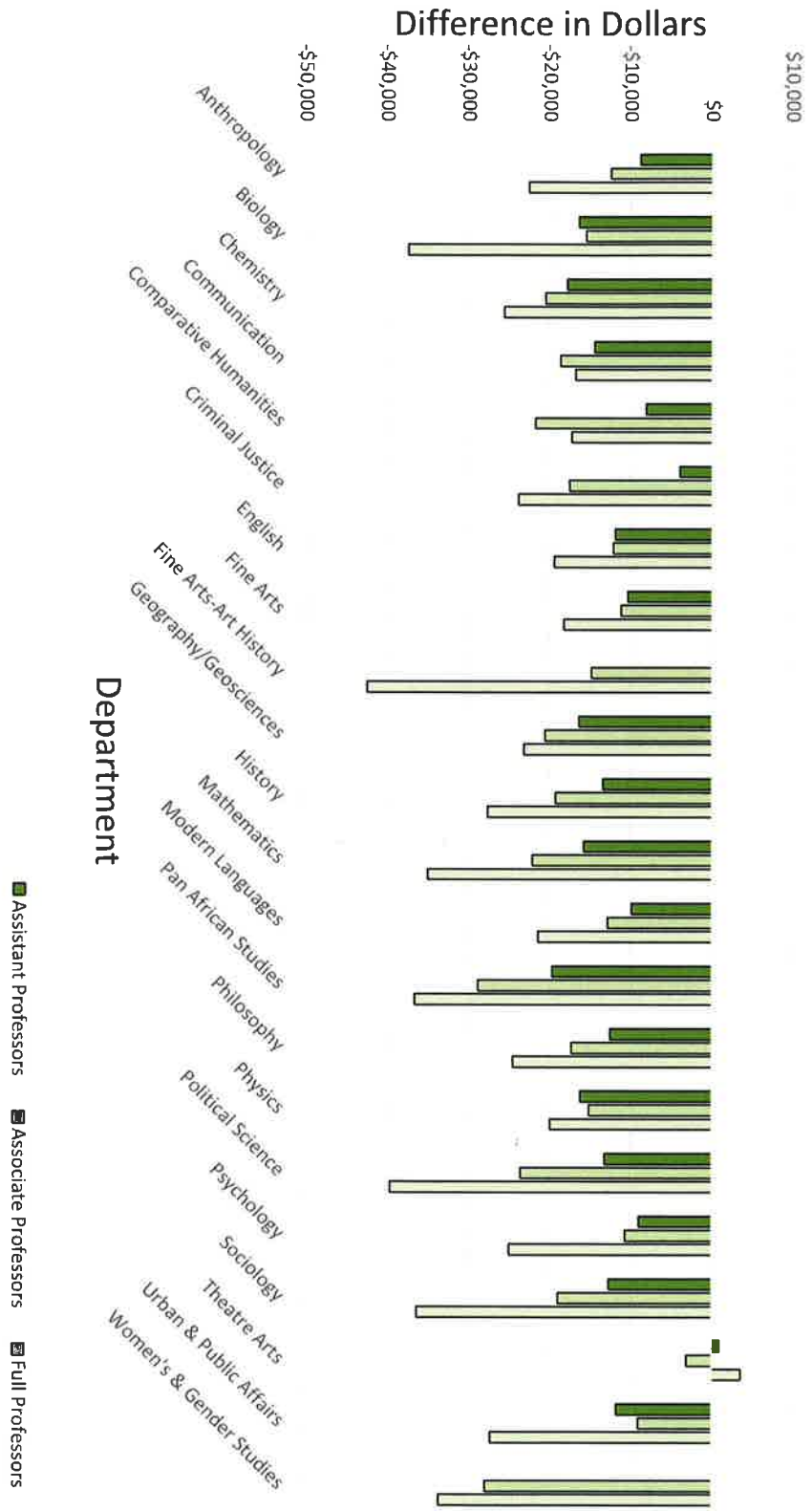
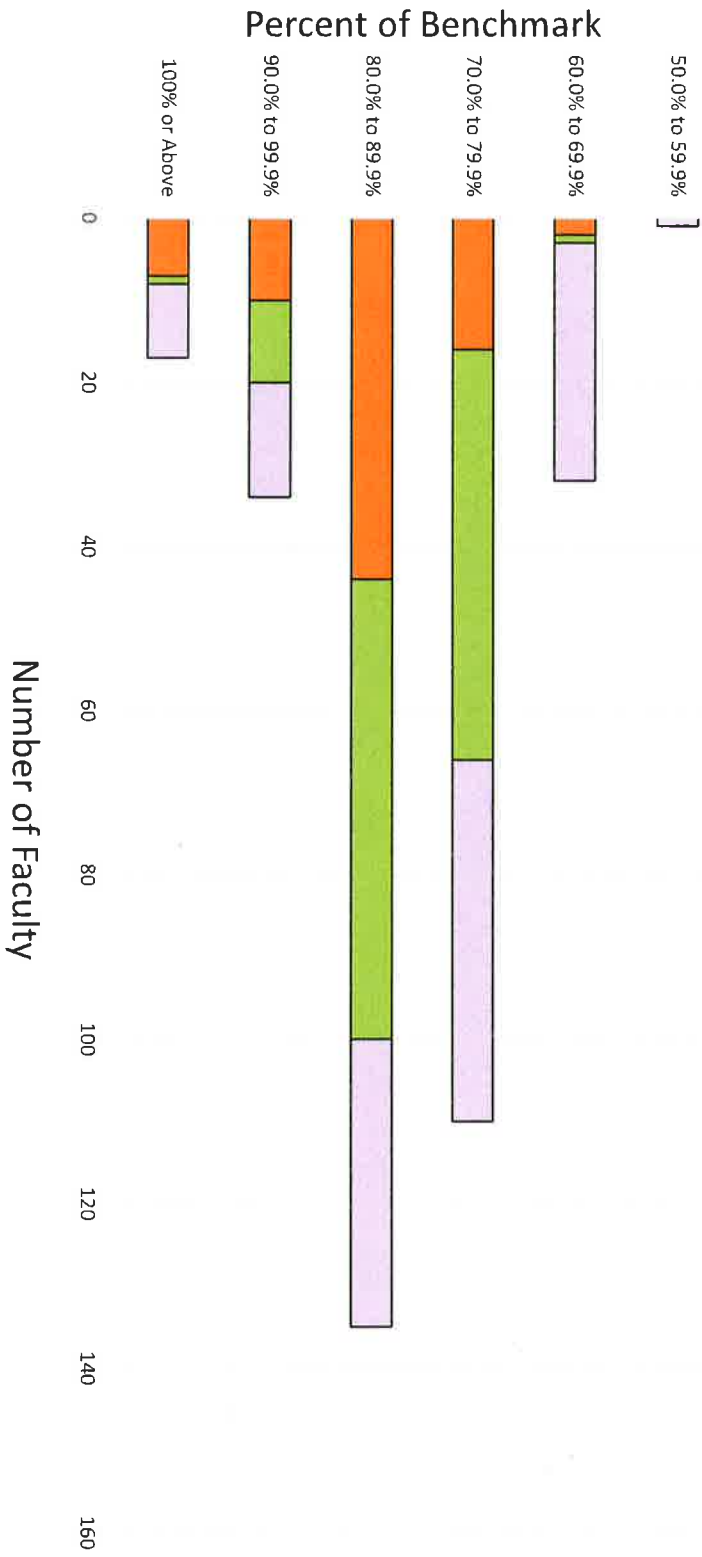
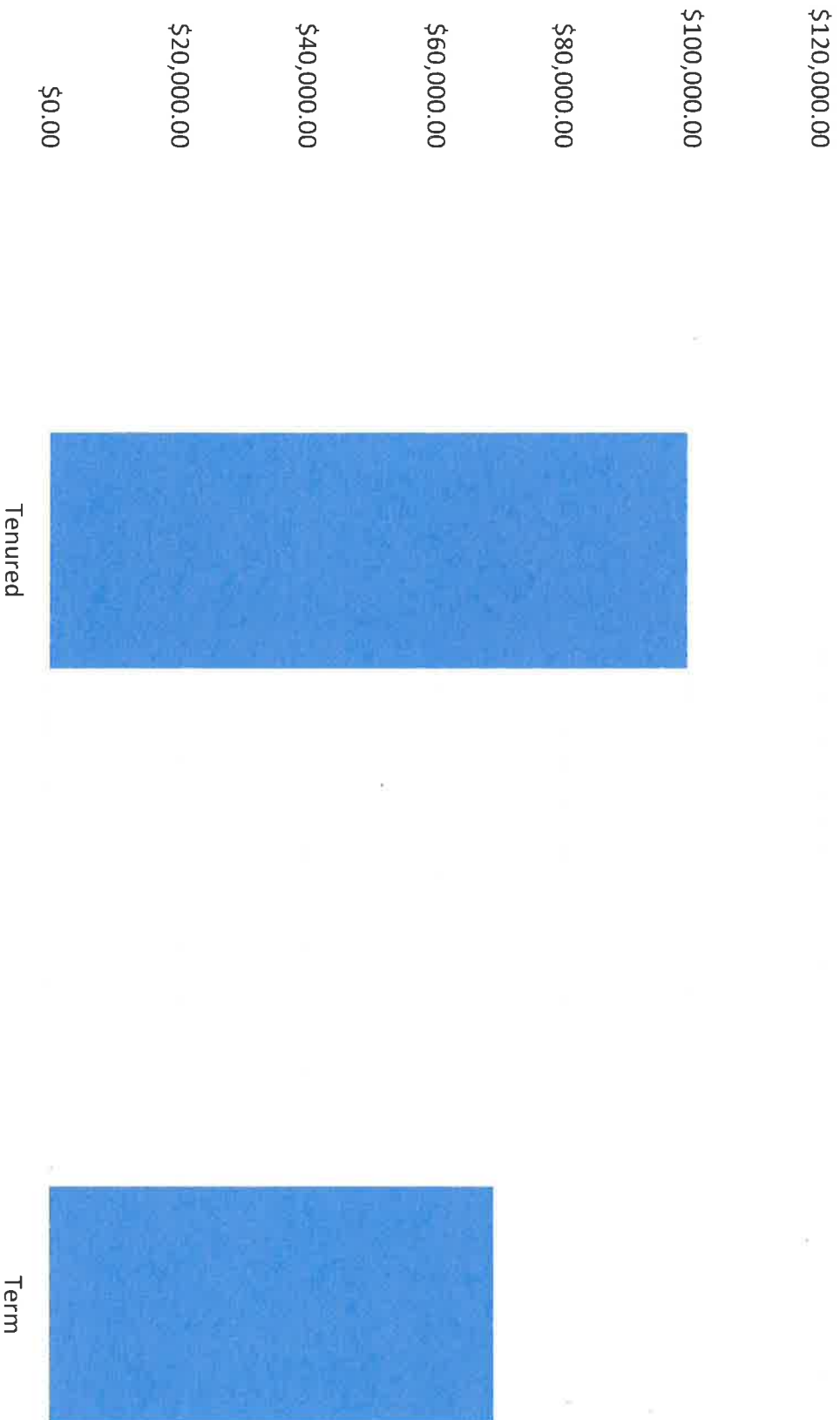


Fig. 5. The number of A&S faculty with salaries within given percentage ranges of the benchmark for their rank and department in 2018-19.



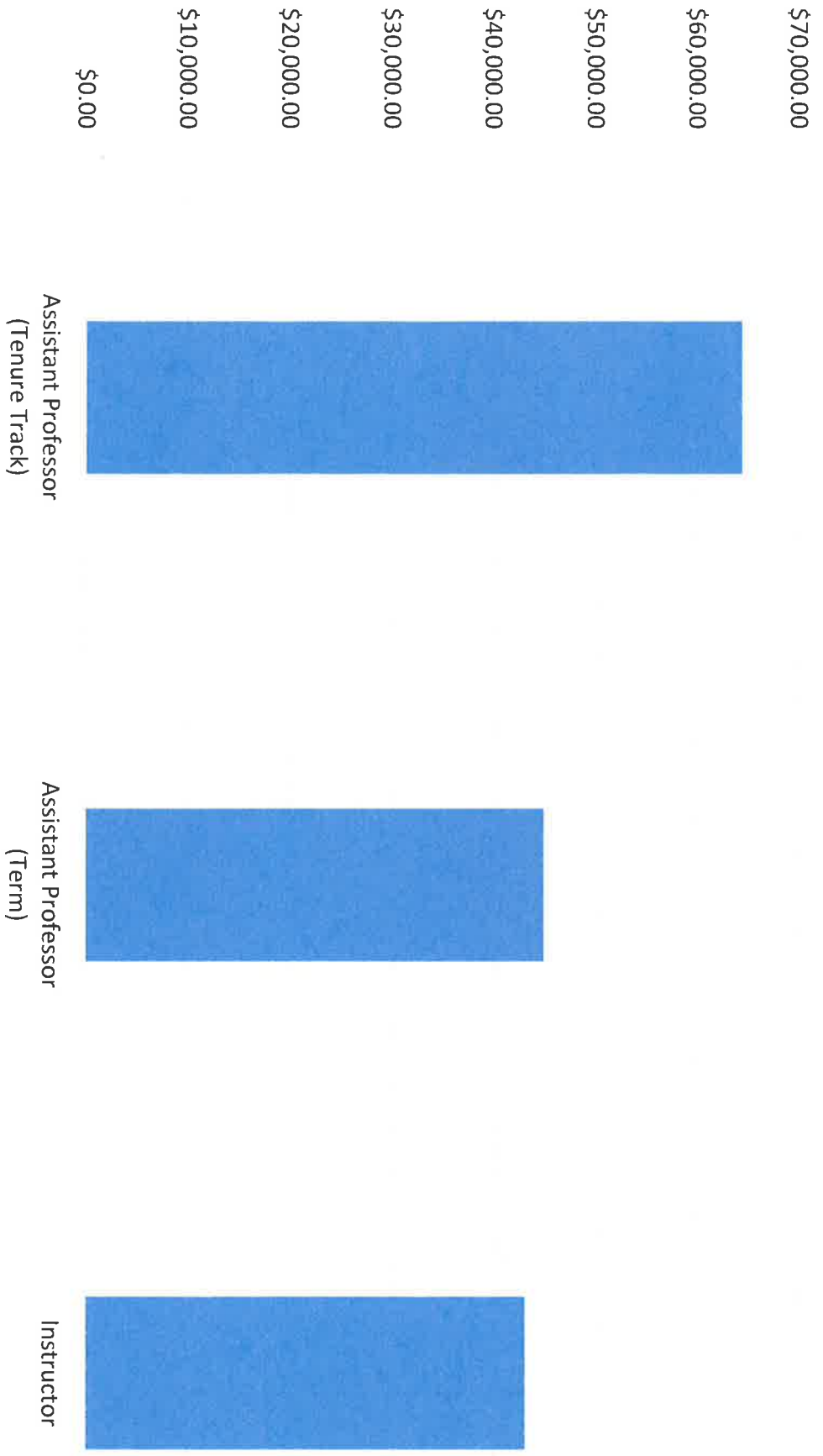
Median Salaries - Professors



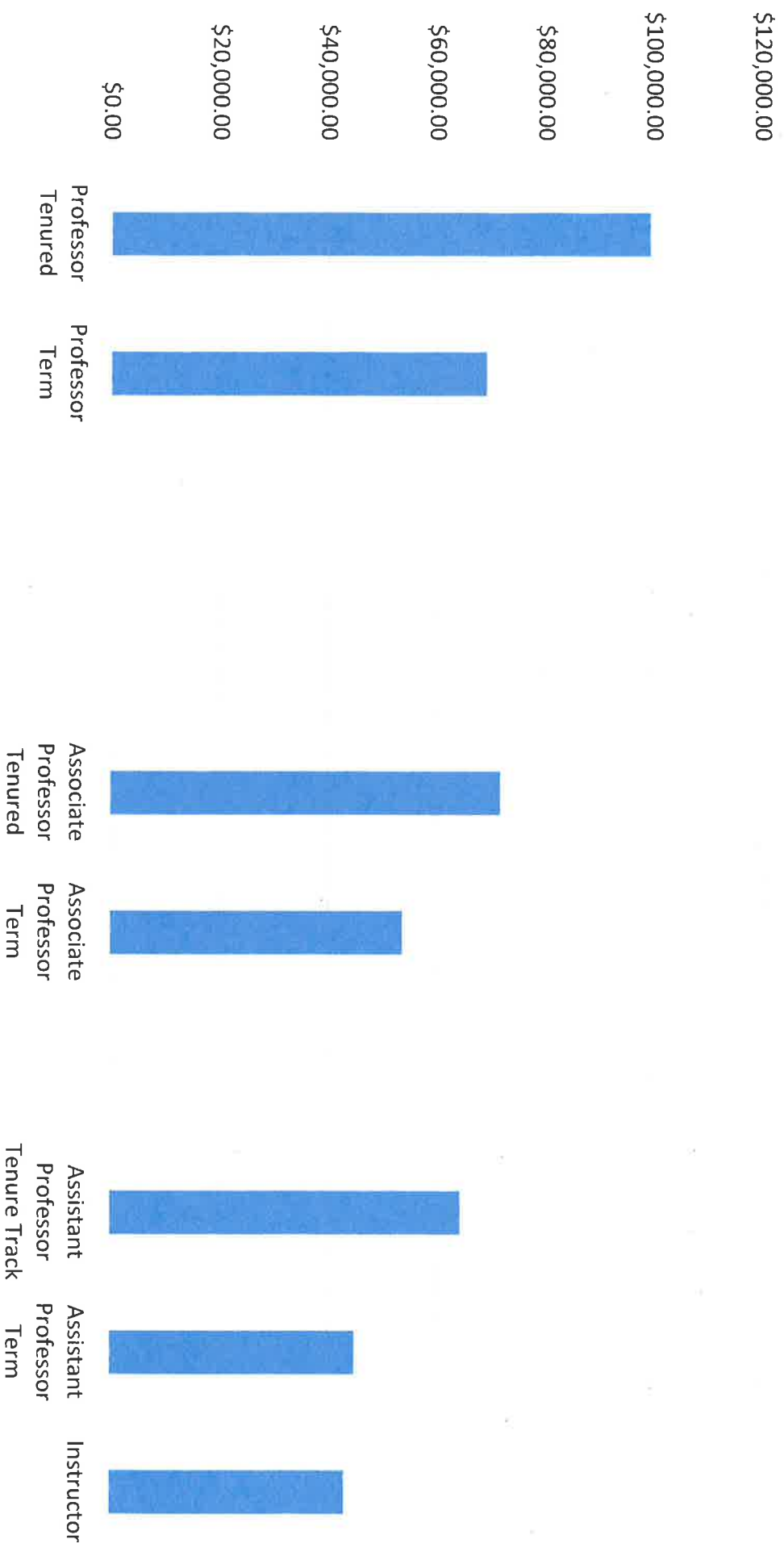
Median Salaries - Associate Professors



Median Salaries - nontenured faculty



Median Salaries – All ranks



Salary Inversion and Compression

Salary compression occurs when there is little difference between salaries of faculty members at different ranks.

Salary inversion occurs when a faculty member at a higher rank earns less than a typical faculty member at a lower rank.

The committee has established the following criteria to help find evidence of compression and inversion:

Salary Inversion and Compression

The inversion baseline is the median salary of faculty members in the same department at one lower rank. No inversion baseline is established for assistant professors.

Any salary lower than the inversion baseline is noted as a possible instance of inversion.

Salary Inversion and Compression

The compression baseline is 110% of the inversion baseline, plus 0.5% per year in rank.

Any salary lower than the compression baseline is noted as a possible instance of compression.

Salary Inversion and Compression

The committee found:

no instances of salary inversion

6 instances of salary compression among full professors

40 instances of salary compression among associate professors

These findings will be communicated to the appropriate department chairs.