

FACULTY SALARY & BUDGET COMMITTEE

ANNUAL REPORT

2010-2011 EDITION

MEMBERS

Aaron Baxter
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Pat Bravender
Larry Burns (Chair W2011)
Doug Busman
Marinus DeBruine
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Joe Godwin (ex officio)
Linda Grinstead (Sub. S. Mynarczyk)
Robert Hollister
Zach Kurmas (Sub for P. Johnson)
Donijo Robbins (Chair F2010)
Andrew Schlewitz
Paul Stephenson
Patrick Thorpe
Xandra Xu

MAJOR RESPONSIBILITIES

- ✓ Analyze faculty salaries
- ✓ Review health benefits
- ✓ Evaluate budgetary impacts of proposed programs

MEETING TIMES

Fridays, Noon to 1:30pm

ACKNOWLEDGMENTS

Many thanks to the administration, especially Gayle Davis, Jim Bachmeier, Scott Richardson, Joe Godwin, Jeff Musser, & Dave Smith for meeting with us throughout the year. Our sincerest gratitude to Lisa Surman Haight who assists us throughout the year.

INTRODUCTION

The Faculty Salary and Budget Committee (FSBC) works to provide an informed understanding of the financial health of the university. The work of the committee, as charged by the University Academic Senate, attempts to gain an informed and realistic view of the University's overall financial situation, while focusing attention on particular areas—salaries, health benefits, and prospectuses and final plans. Even in these times of fiscal austerity, the FSBC continues to advocate for the faculty to assure that the Administration and Board of Trustees continue their commitment to attain appropriate competitive salaries at GVSU. Such a commitment is important to retain, recruit, and hire excellent faculty, thus preserving the quality of the university and achieving our goals as an institution.

This year, FSBC leadership was shared. After two and half years as chair, Donijo Robbins stepped down at the end of December 2010 to become the City Comptroller for the City of Grand Rapids. The Committee elected Larry Burns to serve as chair for the remainder of the academic year. Larry will continue as chair in 2011-2012.

The FSBC annual report is in its third edition of combining the traditional annual report with the salary newsletter. This report presents FSBC's 2010-2011 charge, its accomplishments, and salary comparison summary data.

RESPONSIBILITIES

In August 2010, ECS/UAS charged FSBC to do the following:

1. Compare faculty salaries and benefits with other MI public institutions
2. Study retrenchment (and program viability)
3. Review the university's budget
4. Provide proactive suggestions
5. Monitor enrollment and budget goals
6. Explore FSBC leadership transition options

FACULTY COMPENSATION COMPARISONS

As part of FSBC's charge, we evaluate faculty compensation benefits and compare them to Michigan public universities. At our December 3, 2010 meeting, we reviewed the following: promotional increments, retirement contributions, summer compensation, and overload compensation. Given the comparison data provided in Table 1, FSBC believes that the first three are comparable to the averages of our Michigan peers and argues that changes are not warranted at this time. However, overload pay at GVSU is more than \$700 below the average; in fact it ranks third from the bottom. As such, FSBC's recommendation remains the same as years past: overload compensation should be increased to a minimum of \$1000 per credit hour.

Table 1
Compensation Benefits for Michigan Public Universities, 2010 – 2011

University	Promotional Increments			Retirement Contribution (%)	Summer Compensation ^a	Overload Compensation ^b
	Assistant	Associate	Full			
Central Michigan University	2,500	6,250	7,250	12	4,670	4,400
Eastern Michigan University	3,000	4,500	6,000	11	5,550	4,500
Ferris State University	2,000	3,000	4,500	12	6,533	225
Grand Valley State University	1,000	3,500	5,000	12	6,250	1,800
Lake Superior State University	1,300	1,600	2,000	12	3,780	2,484
Michigan State University		2,000	2,500	10	11,100	
Michigan Tech University				11	6,939	
Northern Michigan University	5,399	7,346	9,295	16	4,837	3,150
Oakland University	2,800	4,000	5,000	14	6,140	1,200
Saginaw Valley State University [#]	1,500	2,000	2,500	12	5,600	2,100
University of Michigan - Ann Arbor [#]				10	6,112	
University of Michigan - Dearborn [#]				10	6,875	
University of Michigan - Flint [#]				10	6,112	
Wayne State University	1,500	3,000	6,000	10	4,950	2,484
Western Michigan University [#]	2,750	4,250	6,000	11	6,105	3,090
Average	2,375	3,768	5,095	12	6,053	2,543

Notes: ^aCompensation based on an employee with base salary of \$50,000 teaching one three-credit course, including contribution to employee 403(b) retirement. ^bCompensation for a 3-credit course. [#]Employees at these universities are paid based on a fraction of their salary for full-time summer teaching load; compensation represents one course.

DIFFERENTIAL TUITION

GVSU has charged fees for a variety of high cost courses; for example, those courses with labs, field trips, or additional materials. In May 2009, GVSU began charging blanket fees for selected programs throughout the university that were considered “high cost.” For example, the university applies a \$12 fee to 300 level courses and above in the Seidman College of Business, School of Public, Nonprofit & Health Administration, Art & Design, Music; a \$17 fee to the School of Engineering, School of Computing, Nursing, Occupational Safety and Health, Occupational Therapy, Physician Assistant, and Radiation; and a \$20 fee to the Education Specialist Degree in Leadership.

Over the past three years, FSBC has inquired about the university’s fee policy, as well as the calculation, application and fairness of these fees, and the use of the revenues from these fees. Although FSBC remains neutral on the efficacy of these fees, we advocated that the Administration develop a fee policy and application process that is simple, transparent, certain, and above all achieves and maintains equity across university programs and departments. As such, we recommended that the Administration do the following:

- Develop and communicate a rationale and explanation of fees such that faculty, staff, and students understand the fees, their purpose, and usage. In addition, explain how the fee structure is determined [i.e., why some programs are charged \$12 and others charged \$17 or \$20].
- Account and control for the differences among departmental budgets, teaching responsibilities outside of departments, and sabbaticals, as well as revenues [from grants, tuition, and other pass through dollars].
- Avoid an arbitrary selection of programs to which to assess the fee; rather apply the fee similarly across programs.
- Work with and notify unit heads of programs that are high cost or potentially high cost.
- In conjunction with FSBC, revisit the calculation and application of fees on a biennial basis.

ANNUAL SALARY ADJUSTMENT

Each year FSBC recommends to ECS/UAS a salary adjustment model, based on changes in inflation and national average salary increments, for the coming fiscal year. ECS/UAS, in turn, discusses the proposal and, if approved, forwards the adjustment rationale to the Provost. Last year, FSBC recommended a 2010-11 salary adjustment based on the December-to-December change in the Midwest CPI plus 1.5 percent. In 2009, the December-to-December inflation in the Midwest increased 2.9 percent and the 2010 December-to-December CPI increased 1.9 percent.

Table 2 presents national and GVSU average salary increases for the past five years. GVSU salary increases for continuing faculty over the past four years have been equal to or greater than the national average and for the first time in years, a five-year average comparison suggests that inflation adjusted salary increases at GVSU are slightly better [six-tenths of one percent] than the national average [see the numbers in blue]. We recognize and appreciate the efforts taken by the Administration to rectify the differences between GVSU and national averages.

Table 2
Average Annual Increases in Salaries

	2006-07	2007-08	2008-09	2009-10	2010-11	5-year Average
Proposed raises (Midwest CPI +1.5%)	3.19	5.18	1.20	4.40	3.40	3.47
Regular faculty raises [^]	5.01	5.20	5.40	3.60	0.00	3.84
Midwest CPI (Dec to Dec)*	1.69	3.68	(0.30)	2.90	1.90	1.97
GVSU raises less Midwest CPI	3.32	1.52	5.70	0.70	(1.90)	1.87
National salary raises [#]	5.00	5.10	4.90	1.80	2.50	3.86
National CPI (Dec to Dec) ⁺	2.50	4.10	0.10	2.70	1.50	2.18
National raise less National CPI	2.50	1.00	4.80	(0.90)	1.00	1.68
GVSU raises vs. Proposed raises (Midwest CPI + 1.5%)	1.82	0.02	4.20	(0.80)	(3.40)	0.37
GVSU raises vs. National raises (unadjusted)	0.01	0.10	0.50	1.80	(2.50)	(0.02)
GVSU raises vs. National raises (CPI adjusted)	0.82	0.52	0.90	1.60	(2.90)	0.19

[^]Includes promotional increments, merit raises, and compression

^{*}Bureau of Labor Statistics <http://www.bls.gov/ro5/news.htm#inflation>

[#]AAUP, <http://www.aaup.org/AAUP/pubsres/research/compensation.htm>

⁺Bureau of Labor Statistics <ftp://ftp.bls.gov/pub/special.requests/cpi/cpiiai.txt>

Finally, FSBC assembles average salary data by rank and department [or discipline] and compares GVSU to other universities. Table 4 presents GVSU average salaries [by department and rank] as well as the average salaries from four different groups of schools. The other three groups are created by GVSU's Administration as benchmark institutions. These groups include 162 national comprehensive institutions [labeled National], 20 Midwest comprehensive universities [labeled Midwest] and 11 peer institutions [labeled Peer Group]. The last column is the CUPA Master's group, which is comprised of the 363 master's institutions that report salary data to CUPA [College and University Professional Association for Human Resources]. Not all disciplines and/or departments are included in the salary tables and where too few observations exist within the comparison data, no numbers are reported.

Table 3
Average Salaries for GVSU & Benchmarks by Rank & Department, 2010-2011

Department & Rank	GVSU Average Salaries	Benchmarks			CUPA Master's
		National	Midwest	Peer Group	
Accounting					
Professor	126,658	106,281	108,436	124,135	104,204
Associate Professor	104,509	95,716	98,376	109,977	93,570
Assistant Professor	97,948	92,815	99,608	102,164	88,531
Instructor	61,217	56,984	65,243	66,325	58,330
Anthropology					
Professor	92,824	83,458		82,643	82,512
Associate Professor	61,567	63,703		65,047	63,693
Assistant Professor	53,987	54,160	52,589	51,522	53,509
Biology & Biomed					
Professor	76,810	79,081	76,334	82,638	79,215
Associate Professor	61,362	62,192	61,873	67,080	62,478
Assistant Professor	54,004	53,386	53,566	57,931	53,082
New Assistant Professor	50,000	54,551	52,953	57,915	53,221
Chemistry					
Professor	80,726	80,932	79,858	90,744	81,351
Associate Professor	63,598	62,600	61,227	66,868	62,708
Assistant Professor	53,532	53,555	53,972	56,901	53,162
Communication & Media Studies					
Professor	83,690	79,678	73,368	81,069	80,071
Associate Professor	61,069	62,307	60,077	64,261	63,336
Assistant Professor	51,768	51,263	51,224	52,567	52,798
New Assistant Professor	51,250	51,650	52,863		52,263
Instructor	50,000	42,049	45,999	42,151	45,386
Computer, General					
Professor	96,053				100,666
Associate Professor	83,251	84,612			81,957
Assistant Professor	75,166	74,945			70,732
Computer & Information Science					
Professor	101,038	97,268	95,113	113,195	95,803
Associate Professor	87,180	83,861	83,572	92,958	80,550
Assistant Professor	73,109	72,796	76,842	79,767	70,064
New Assistant Professor	69,689	72,632			71,106
Instructor	53,137	51,798		61,707	51,753
Classics & Classical					
Professor	76,289	78,656			81,914
Associate Professor	60,282				67,170
Assistant Professor	50,344				55,979
Criminal Justice & Corrections					
Professor	79,822	80,706	97,256		80,540
Associate Professor	63,789	65,213	68,206		64,841
Assistant Professor	53,624	54,135	54,674		53,885
New Assistant Professor	53,000	54,807			54,512

Department & Rank	GVSU Average Salaries	Benchmarks			CUPA Master's
		National	Midwest	Peer Group	
Economics					
Professor	118,238	93,131	86,734	103,572	92,238
Associate Professor	80,905	76,968	74,881	80,140	77,196
Assistant Professor	73,867	68,221	67,783	72,345	67,111
New Assistant Professor	75,000	64,887	67,670		67,438
Education					
Professor	97,014	78,764			79,241
Associate Professor	67,156	62,553	58,760	67,421	62,047
Assistant Professor	54,952	53,944	53,828		53,113
New Assistant Professor	53,000	54,560			53,966
English					
Professor	76,802	76,345	73,710	80,334	77,969
Associate Professor	63,136	59,239	58,552	61,946	60,106
Assistant Professor	50,213	50,397	50,595	51,795	51,044
Instructor	50,500	39,476	41,423	44,592	40,648
Electrical, Electronics & Communications					
Professor	87,776	100,478	100,103		100,581
Associate Professor	82,082	84,084	84,890		82,632
Assistant Professor	75,656	74,711	74,194		73,477
Finance					
Professor	119,669	108,179	109,504	117,170	108,730
Associate Professor	111,361	97,977	106,816	108,141	97,362
Assistant Professor	113,438	94,870	104,461	93,880	94,156
Fine & Studio Art					
Professor	81,694	76,643	78,053	78,778	77,204
Associate Professor	59,497	58,855	57,689	61,573	59,647
Assistant Professor	49,606	50,150	50,834	50,111	50,429
New Assistant Professor	48,600	50,397	51,225	47,913	49,917
Instructor	45,968	40,188	39,221		41,330
Geography & Cartography					
Professor	72,610	77,791	75,598	91,546	77,533
Associate Professor	63,228	63,840	61,917	67,280	63,040
Assistant Professor	52,525	53,189	51,355	54,147	53,068
Geological & Earth Sci/Geosciences					
Professor	77,604	79,567	74,956	87,087	80,869
Associate Professor	64,285	64,374		69,796	64,735
Assistant Professor	56,217	56,214	55,795	54,417	55,659
Instructor	51,000	40,961			41,397
Health & Physical Education/Fitness					
Professor	73,700	78,140	73,811	85,297	76,967
Associate Professor	61,537	63,449	59,754	68,981	62,854
Assistant Professor	54,102	52,823	52,849	56,475	52,837

Department & Rank	GVSU Average Salaries	Benchmarks			CUPA Master's
		National	Midwest	Peer Group	
History					
Professor	80,924	77,813	76,551	83,241	78,263
Associate Professor	59,558	60,269	59,018	63,538	61,354
Assistant Professor	51,085	50,371	50,734	50,895	51,212
Instructor	57,000	41,020			41,433
Hospitality Administration/Mgt					
Associate Professor	74,770	71,221			76,218
Assistant Professor	59,257	62,991			63,251
Linguistic, Comp & Rel Studies					
Associate Professor	61,160	59,935	59,459	61,056	61,415
Assistant Professor	50,905	51,058	49,695	53,256	51,552
New Assistant Professor	55,898	50,448	48,900		49,434
Instructor	50,000	37,446			38,401
Management					
Professor	110,818	99,059	103,254	111,015	97,089
Associate Professor	95,966	87,698	93,140	100,681	83,954
Assistant Professor	86,838	83,820	90,369	91,705	77,706
Marketing					
Professor	125,766	104,538	111,492	114,200	105,465
Associate Professor	104,324	91,874	94,909	100,393	92,371
Assistant Professor	101,900	87,429	94,089	94,366	85,962
New Assistant Professor	101,167	87,704			88,947
Mathematics					
Professor	82,009	78,687	78,337	87,006	79,180
Associate Professor	64,836	63,137	63,277	68,611	63,542
Assistant Professor	55,800	53,860	54,442	58,415	53,546
New Assistant Professor	55,000	52,063	51,214	53,571	52,382
Instructor	53,242	40,521	42,401	42,128	42,207
Mechanical					
Professor	103,469	101,833	96,874		99,445
Associate Professor	78,812	84,752			83,249
Assistant Professor	72,028	73,017	71,556		71,565
Music					
Professor	79,028	74,612	72,992	81,463	74,965
Associate Professor	61,026	59,356	59,041	62,162	59,975
Assistant Professor	52,846	50,321	50,175	51,441	50,765
New Assistant Professor	51,667	48,434	51,425	49,492	48,722
Instructor	49,000	42,595	39,223	43,044	43,371
Nursing					
Professor	81,595	85,025	80,936	98,025	83,889
Associate Professor	72,065	70,451	69,133	72,893	70,095
Assistant Professor	62,791	59,880	62,034	63,505	60,455

Department & Rank	GVSU	Benchmarks			CUPA Master's
	Average Salaries	National	Midwest	Peer Group	
Philosophy					
Professor	80,539	81,160	76,227		81,090
Associate Professor	60,269	60,686	57,691		61,247
Assistant Professor	51,546	51,541	50,453		51,715
Physics					
Professor	81,690	82,267	81,062	86,790	82,933
Associate Professor	64,476	64,105	61,465	69,553	65,031
Assistant Professor	54,933	54,620	53,916	59,704	54,181
Political Science & Government					
Professor	85,758	79,581	79,151	80,606	81,140
Associate Professor	60,541	62,429	65,127	65,672	63,997
Assistant Professor	53,650	51,867	52,400	53,135	53,001
New Assistant Professor	55,000	50,200		51,111	52,064
Psychology					
Professor	84,178	79,145	79,758	86,533	79,206
Associate Professor	64,430	62,096	61,807	64,726	62,168
Assistant Professor	55,647	53,292	53,825	55,754	53,272
New Assistant Professor	55,380	52,812	55,105	56,090	52,520
Public Administration					
Professor	83,460	91,593	85,992		91,479
Associate Professor	70,131	70,711	78,013		72,717
Assistant Professor	57,776	58,895	59,610		60,046
Rehabilitation & Therapeutic Professions					
Professor	80,282	86,667			89,028
Associate Professor	62,610	74,242	74,662		74,335
Assistant Professor	53,456	64,483	65,606		63,275
Social Work					
Professor	83,854	79,841	82,499	88,906	78,411
Associate Professor	71,496	64,399	62,764	66,900	65,166
Assistant Professor	55,138	54,349	54,755	55,208	54,542
New Assistant Professor	52,000	53,535	52,749		53,351
Sociology					
Professor	93,841	79,960	76,420	81,167	81,013
Associate Professor	64,021	60,665	60,196	64,574	62,317
Assistant Professor	55,583	52,162	50,681	54,550	52,831
Instructor	52,000	40,647	39,003		42,383
Special Ed & Teaching					
Professor	94,773	81,253	77,148	85,797	81,328
Associate Professor	68,078	64,298	59,111	66,021	64,460
Assistant Professor	55,700	55,248	52,840	54,975	55,040
New Assistant Professor	53,000	55,019			54,535
Statistics					
Professor	85,743	78,352			81,649
Associate Professor	70,735	65,903			67,570
Assistant Professor	57,311	55,329			56,625