

# FACULTY SALARY & BUDGET COMMITTEE

## ANNUAL REPORT

### 2012-2013 EDITION

#### MEMBERS

Aaron Baxter  
Teresa Beck  
Pat Bravender  
Larry Burns  
Gregg Dimkoff  
Gretchen Galbraith  
Joe Godwin (ex officio)  
Kathy Gulembo (guest)  
Bob Hollister (chair)  
Lori Houghton-Rahrig  
Brian Johnson  
Zack Kurmas  
Julia Mason  
Paul Stephenson  
Patrick Thorpe  
Sherie Williams  
Xandra Xu  
Mike Yuhas

#### 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, Joe Godwin, & 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 (UAS), attempts to gain an informed and realistic view of the University's overall financial situation, while focusing attention on salaries, health benefits, and new programs. The FSBC continues to advocate for the faculty to assure that the Administration and Board of Trustees continue their commitment to provide competitive salaries at GVSU.

This report presents FSBC's 2012-2013 charge and comments on the university wide charge to increase efficiency in curriculum delivery.

#### RESPONSIBILITIES

In August 2012, ECS/UAS charged FSBC to do the following:

1. Compare faculty salaries and benefits with other MI public institutions
2. Evaluate the effectiveness of the electronic system to review new programs
3. In conjunction with University Assessment Committee, consider synchronizing program reviews
4. Provide proactive suggestions
5. Explore FSBC leadership transition options
6. In conjunction with Graduate Council examine faculty workloads associated with graduate education
7. Develop a procedure for evaluating new programs
8. Review revenue and instructional costs among units

We have addressed or begun to address all these items; details can be seen in the minutes of each meeting posted on the faculty governance webpage. The committee is just beginning to develop protocols for evaluating the fiscal health of existing programs. We anticipate in the future units will be expected to provide budget information as part of program reviews. We will be seeking much input during this process, and we welcome dialogue on the topic.

## EFFORTS TO MAXIMIZE EFFICIENCY

FSBC has had a series of discussions about the future of the university with emphasis on efforts to make the university more fiscally efficient. The University has grown significantly for most of its existence, yet now we expect little to no growth in enrollment for the foreseeable future. We also believe it is unsustainable to continue large increases in tuition. Thus we support the university wide initiative to increase efficiency and as faculty we focused on instruction. There is no easy solution; therefore FSBC encourages all faculty to become actively engaged in efforts to increase the efficiency of all programs so that the university can optimize growth in a fiscally sound manner. Specifically, FSBC asks that all faculty critically evaluate existing curriculum with the following three overarching goals in mind:

1. Increase the efficiency of academic delivery,
2. Maintain the quality of instruction, and
3. Minimize the cost of education for students.

We recognize that a defining strength of GVSU is the contact between faculty and students. We also recognize that smaller classes facilitate quality interaction. Therefore, the solution is not to simply increase the size of existing courses. Rather, we ask that faculty seek ways to assure that all sections of a course offered are at or near capacity. An effective way to do this is to evaluate the course offering and course requirements within each program. We encourage faculty to embrace objectives from the Smart Growth initiative such as: Removing scheduling bottlenecks, consolidate unnecessary sections, and reducing nonessential credits. Many more examples and useful materials will soon be available at [<http://www.gvsu.edu/provost/efficiency.htm>]. We believe that curriculum innovation that is cognizant of the University's financial reality is necessary to continue to provide excellent opportunities for students and allow for the expansion of growing fields of study. Much progress is underway and we will report on this initiative next year.

## HEALTHCARE

Most faculty now utilize the High Deductible Healthcare Plan. An analysis of the first two years of data from the plan show that costs are at or below projections. However, plan changes are likely to occur next year to better conform with guidelines set by the State of Michigan. These changes will be communicated over the summer. FSBC will continue to encourage the administration to alert faculty well in advance of plan changes so that faculty can plan accordingly, especially if there are changes in the deductible or the university contribution to HSAs. FSBC will also continue to advocate that savings in healthcare be applied toward the base pay of faculty salaries.

## FACULTY SALARIES

Salary increases for continuing faculty have typically not met the expectation of CPI + 1.5% and have been below the national average over most of the past ten years (**Table 1**). Salaries at GVSU did gain ground last year especially relative to other Public Universities in Michigan (**Table 2**). We thank the Administration and Board of Trustees for their recent efforts and ask that they continue to make competitive faculty salaries a priority. In order for faculty salaries to continue to gain ground relative to peer institutions, the University must find savings elsewhere as described above. Therefore, FSBC is committed to partnering with the administration to increase efficiencies and in return advocating for faculty salaries to continue to rise until they are at or above the median value of peer institutions.

**Table 1. Average annual increases in faculty salaries at GVSU relative to the Nation.**

	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	5-year Average	10-year Average
GVSU faculty raises <sup>^</sup>	3.8	2.9	2.3	1.8	3.0	5.2	5.4	3.6	0.0	2.4	3.5	3.35	3.08
Proposed minimum (CPI+1.5%)	2.7	3.4	3.9	4.7	4.2	5.2	1.2	4.4	3.4	4.3	3.3	3.63	3.70
Midwest CPI (Dec to Dec) <sup>+</sup>	1.2	1.9	2.4	3.2	2.7	3.7	(0.3)	2.9	1.9	2.8	1.8	2.13	2.20
National raises <sup>#</sup>	4.3	3.1	4.5	4.4	5.0	5.1	4.9	1.8	2.5	2.9	3.2	3.40	3.79
National CPI (Dec to Dec) <sup>#</sup>	2.4	1.9	3.3	3.4	2.5	4.1	0.1	2.7	1.5	3.0	1.7	2.18	2.42
GVSU vs Proposed minimum	1.1	(0.5)	(1.6)	(2.9)	(1.2)	0.0	4.2	(0.8)	(3.4)	(1.9)	0.2	(0.28)	(0.62)
GVSU vs National (unadjusted)	(0.5)	(0.2)	(2.2)	(2.6)	(2.0)	0.1	0.5	1.8	(2.5)	(0.5)	0.3	(0.05)	(0.71)
GVSU vs National (CPI adjusted)	0.7	(0.2)	(1.3)	(2.4)	(2.2)	0.5	0.9	1.6	(2.9)	(0.3)	0.2	(0.00)	(0.49)

() indicate negative numbers

<sup>^</sup> Includes promotional increments, merit raises, and compression

<sup>+</sup> Values from the Bureau of Labor Statistics

<sup>#</sup> Values from the AAUP (American Association of University Professors) Annual Report on the Economic Status of the Profession

**Table 2. Average faculty salaries by rank of Michigan Public Universities in select years.**

2002-2003		2011-2012		2012-2013	
Professor					
UNIVERSITY OF MICHIGAN-ANN ARBOR	114,800	UNIVERSITY OF MICHIGAN-ANN ARBOR	148,800	UNIVERSITY OF MICHIGAN-ANN ARBOR	148,700
MICHIGAN STATE UNIVERSITY	\$95,000	MICHIGAN STATE UNIVERSITY	128,600	MICHIGAN STATE UNIVERSITY	131,200
WAYNE STATE UNIVERSITY	\$90,500	WAYNE STATE UNIVERSITY	116,600	WAYNE STATE UNIVERSITY	117,400
WESTERN MICHIGAN UNIVERSITY	\$84,600	UNIVERSITY OF MICHIGAN-DEARBORN	106,500	UNIVERSITY OF MICHIGAN-DEARBORN	108,300
OAKLAND UNIVERSITY	\$81,800	MICHIGAN TECH. UNIVERSITY	105,200	MICHIGAN TECH. UNIVERSITY	108,000
MICHIGAN TECH. UNIVERSITY	\$80,700	WESTERN MICHIGAN UNIVERSITY	\$99,700	OAKLAND UNIVERSITY	101,200
UNIVERSITY OF MICHIGAN-DEARBORN	\$77,500	OAKLAND UNIVERSITY	\$99,300	WESTERN MICHIGAN UNIVERSITY	100,300
GRAND VALLEY STATE UNIVERSITY	\$77,300	CENTRAL MICHIGAN UNIVERSITY	\$98,300	CENTRAL MICHIGAN UNIVERSITY	100,000
EASTERN MICHIGAN UNIVERSITY	\$73,600	UNIVERSITY OF MICHIGAN-FLINT	\$94,800	UNIVERSITY OF MICHIGAN-FLINT	\$97,800
CENTRAL MICHIGAN UNIVERSITY	\$72,700	EASTERN MICHIGAN UNIVERSITY	\$93,200	GRAND VALLEY STATE UNIVERSITY	\$96,300
UNIVERSITY OF MICHIGAN-FLINT	\$72,400	GRAND VALLEY STATE UNIVERSITY	\$92,300	EASTERN MICHIGAN UNIVERSITY	\$94,100
NORTHERN MICHIGAN UNIVERSITY	\$70,900	FERRIS STATE UNIVERSITY	\$89,800	FERRIS STATE UNIVERSITY	\$91,800
FERRIS STATE UNIVERSITY	\$63,700	NORTHERN MICHIGAN UNIVERSITY	\$82,600	NORTHERN MICHIGAN UNIVERSITY	\$83,000
LAKE SUPERIOR STATE UNIVERSITY	N.R.	LAKE SUPERIOR STATE UNIVERSITY	N.R.	LAKE SUPERIOR STATE UNIVERSITY	N.R.
SAGINAW VALLEY STATE UNIVERSITY	N.R.	SAGINAW VALLEY STATE UNIVERSITY	N.R.	SAGINAW VALLEY STATE UNIVERSITY	N.R.
Associate					
UNIVERSITY OF MICHIGAN-ANN ARBOR	\$78,900	UNIVERSITY OF MICHIGAN-ANN ARBOR	\$98,200	UNIVERSITY OF MICHIGAN-ANN ARBOR	\$101,100
MICHIGAN STATE UNIVERSITY	\$69,900	MICHIGAN STATE UNIVERSITY	\$89,200	MICHIGAN STATE UNIVERSITY	\$90,900
WAYNE STATE UNIVERSITY	\$69,300	WAYNE STATE UNIVERSITY	\$87,700	WAYNE STATE UNIVERSITY	\$86,900
WESTERN MICHIGAN UNIVERSITY	\$64,400	UNIVERSITY OF MICHIGAN-DEARBORN	\$85,100	UNIVERSITY OF MICHIGAN-DEARBORN	\$85,600
UNIVERSITY OF MICHIGAN-DEARBORN	\$64,200	MICHIGAN TECH. UNIVERSITY	\$82,800	MICHIGAN TECH. UNIVERSITY	\$83,300
OAKLAND UNIVERSITY	\$64,000	CENTRAL MICHIGAN UNIVERSITY	\$75,400	EASTERN MICHIGAN UNIVERSITY	\$76,600
MICHIGAN TECH. UNIVERSITY	\$61,600	EASTERN MICHIGAN UNIVERSITY	\$75,400	CENTRAL MICHIGAN UNIVERSITY	\$76,500
GRAND VALLEY STATE UNIVERSITY	\$60,500	WESTERN MICHIGAN UNIVERSITY	\$75,000	OAKLAND UNIVERSITY	\$76,400
UNIVERSITY OF MICHIGAN-FLINT	\$60,100	OAKLAND UNIVERSITY	\$73,900	GRAND VALLEY STATE UNIVERSITY	\$75,900
EASTERN MICHIGAN UNIVERSITY	\$58,300	UNIVERSITY OF MICHIGAN-FLINT	\$72,200	UNIVERSITY OF MICHIGAN-FLINT	\$75,400
CENTRAL MICHIGAN UNIVERSITY	\$57,700	GRAND VALLEY STATE UNIVERSITY	\$72,100	WESTERN MICHIGAN UNIVERSITY	\$74,700
FERRIS STATE UNIVERSITY	\$56,100	FERRIS STATE UNIVERSITY	\$71,900	FERRIS STATE UNIVERSITY	\$74,300
NORTHERN MICHIGAN UNIVERSITY	\$55,700	NORTHERN MICHIGAN UNIVERSITY	\$65,000	NORTHERN MICHIGAN UNIVERSITY	\$65,200
LAKE SUPERIOR STATE UNIVERSITY	N.R.	LAKE SUPERIOR STATE UNIVERSITY	N.R.	LAKE SUPERIOR STATE UNIVERSITY	N.R.
SAGINAW VALLEY STATE UNIVERSITY	N.R.	SAGINAW VALLEY STATE UNIVERSITY	N.R.	SAGINAW VALLEY STATE UNIVERSITY	N.R.
Assistant					
UNIVERSITY OF MICHIGAN-ANN ARBOR	\$65,300	UNIVERSITY OF MICHIGAN-ANN ARBOR	\$85,800	UNIVERSITY OF MICHIGAN-ANN ARBOR	\$88,800
UNIVERSITY OF MICHIGAN-DEARBORN	\$57,100	MICHIGAN TECH. UNIVERSITY	\$75,900	MICHIGAN TECH. UNIVERSITY	\$76,600
MICHIGAN STATE UNIVERSITY	\$57,000	WAYNE STATE UNIVERSITY	\$75,000	WAYNE STATE UNIVERSITY	\$74,500
WAYNE STATE UNIVERSITY	\$56,200	UNIVERSITY OF MICHIGAN-DEARBORN	\$72,200	UNIVERSITY OF MICHIGAN-DEARBORN	\$73,000
MICHIGAN TECH. UNIVERSITY	\$55,000	MICHIGAN STATE UNIVERSITY	\$69,500	MICHIGAN STATE UNIVERSITY	\$71,000
OAKLAND UNIVERSITY	\$54,600	UNIVERSITY OF MICHIGAN-FLINT	\$66,400	CENTRAL MICHIGAN UNIVERSITY	\$67,200
WESTERN MICHIGAN UNIVERSITY	\$50,900	EASTERN MICHIGAN UNIVERSITY	\$64,800	UNIVERSITY OF MICHIGAN-FLINT	\$66,500
EASTERN MICHIGAN UNIVERSITY	\$50,800	FERRIS STATE UNIVERSITY	\$64,500	EASTERN MICHIGAN UNIVERSITY	\$66,500
UNIVERSITY OF MICHIGAN-FLINT	\$50,200	OAKLAND UNIVERSITY	\$63,700	FERRIS STATE UNIVERSITY	\$66,400
GRAND VALLEY STATE UNIVERSITY	\$49,300	CENTRAL MICHIGAN UNIVERSITY	\$62,700	OAKLAND UNIVERSITY	\$64,900
FERRIS STATE UNIVERSITY	\$48,700	GRAND VALLEY STATE UNIVERSITY	\$62,200	GRAND VALLEY STATE UNIVERSITY	\$63,900
CENTRAL MICHIGAN UNIVERSITY	\$47,000	WESTERN MICHIGAN UNIVERSITY	\$59,500	WESTERN MICHIGAN UNIVERSITY	\$63,200
NORTHERN MICHIGAN UNIVERSITY	\$44,900	NORTHERN MICHIGAN UNIVERSITY	\$54,500	NORTHERN MICHIGAN UNIVERSITY	\$55,400
LAKE SUPERIOR STATE UNIVERSITY	N.R.	LAKE SUPERIOR STATE UNIVERSITY	N.R.	LAKE SUPERIOR STATE UNIVERSITY	N.R.
SAGINAW VALLEY STATE UNIVERSITY	N.R.	SAGINAW VALLEY STATE UNIVERSITY	N.R.	SAGINAW VALLEY STATE UNIVERSITY	N.R.

N.R. Not Reported in the AAUP (American Association of University Professors) Annual Report on the Economic Status of the Profession