Kennesaw State University Faculty Market Study

May 2023

Methodology

- KSU leadership, FSEC, and Buck partnered to establish the peer group against which we measured faculty pay.

- The following metrics were the primary drivers in defining the peer group which consists of 46 institutions:

  Carnegie Classification[1]
  Control (Public, Private)
  Faculty Headcount/Student-to-Faculty Ratio
  Financials (Total Expenses, Total Revenues)
  Geographic Location
  Staff Headcount/Student-to-Staff Ratio

DRAFT

Methodology – Faculty Peer Group Details

Institution	Institution Location	Institution	Institution Location
Boise State University	Boise, ID	The University of Texas at San Antonio	San Antonio, TX
Bowling Green State University-Main Campus	Bowling Green, OH	University of Akron Main Campus	Akron, OH
Central Michigan University	Mount Pleasant, MI	University of Central Florida	Orlando, FL
East Carolina University	Greenville, NC	University of Louisiana at Lafayette	Lafayette, LA
East Tennessee State University	Johnson City, TN	University of Maryland-Baltimore County	Baltimore, MD

Methodology – Faculty Market Data

The following were used in the analysis:

- 2023 CUPA-HR 4-Year Faculty Survey
  - College and University Professional Association for Human Resources (CUPA: https://www.cupahr.org)

- Classification of Instructional Programs (CIP Codes)
  - National Center for Education Statistics – US Department of Education https://nces.ed.gov/ipeds/cipcode/default.aspx?y=5

- KSU CIP Code matches by teaching discipline and rank to Buck for faculty positions, which Buck reviewed and validated.

- CUPA data were generally scoped to KSU's peer group using the detailed Classification of Instructional Programs (CIP) code within CUPA, resulting in a **market reference point** for each discipline and rank. Market reference points were adjusted as needed to avoid compression/inversion across ranks in the same discipline/college. The study ensured at least a 5% progression between market reference points within rank and discipline.

| Full-time Faculty Ranks	
Professor	Research Associate Professor
Associate Professor	Research Assistant Professor
Assistant Professor	Librarian Professor
Clinical Professor	Librarian Associate Professor
Clinical Associate Professor	Librarian Assistant Professor
Clinical Assistant Professor	Senior Lecturer
Research Professor	Lecturer

Structure - Example

- All ranks will have a set market reference point at a discipline/rank level.

Academic Home College Description	Academic Home Department Description	4-Digit CIP Code	4-Digit CIP Description	Rank	Market Referece Point
Example College	Example Department	01.01	Example Discipline	Professor	$92,200
Example College	Example Department	01.01	Example Discipline	Associate Professor	$74,400
Example College	Example Department	01.01	Example Discipline	Assistant Professor	$62,900
Example College	Example Department	01.01	Example Discipline	Senior Lecturer (non-tenure track)	$54,600
Example College	Example Department	01.01	Example Discipline	Lecturer (non-tenure track)	$52,000

*   – target market rate, adjusted as needed to avoid compression/inversion across ranks in the same discipline/college. Ensured at least a 5% progression between market reference points within rank and discipline.

Faculty Structure

External competitiveness analysis by rank

Professor]P-33 (f)35 n75 T4r3-2 -102it <0 2 rg/TT0 81 g- 431005 Tw AI ba
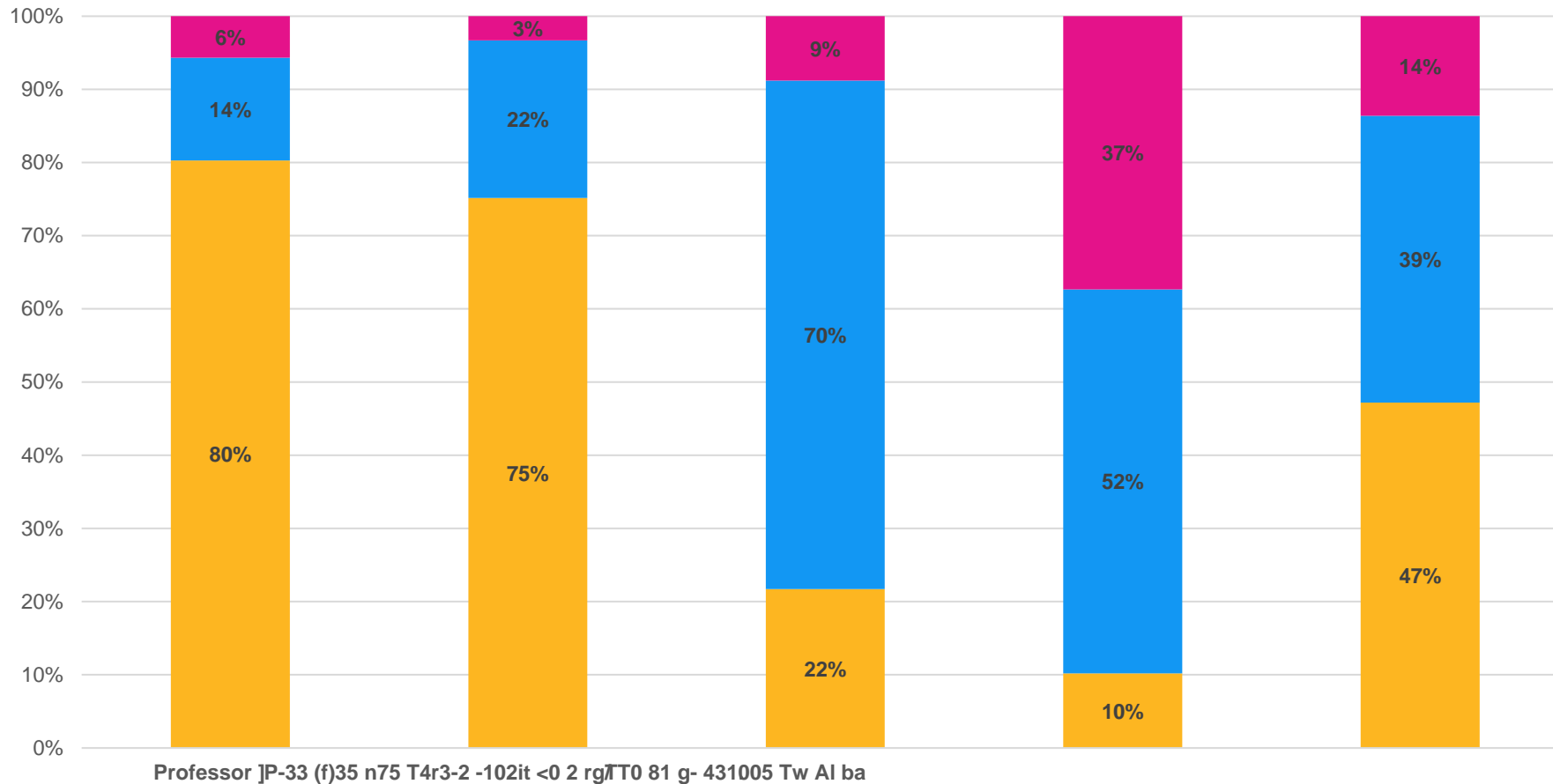
While KSU salaries are competitive with the market median in aggregate, individual faculty salaries vary.

Approach to Faculty Pay

- The results of the market study are the basis for the updated approach to faculty pay. The new approach:

    - Uses a common market reference point* to align pay by rank and teaching discipline to peer practices.

    - Defines a minimum salary by teaching discipline and rank.

    - Informs hiring decisions for new faculty, setting a minimum (explained on next slide) but allowing for flexibility based on incumbent experience and available budget.

    - Majority of faculty members will not receive a pay increase as a result of this study.

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Approach to Faculty Pay - Minimum

- Establishing a minimum salary by discipline and rank below which no faculty member will be compensated.

- Balancing our ability to compete against our peer market with KSU's internal budget availability.

- Depending on funding – setting a percentage below the market reference point to ensure all faculty within a discipline and rank share a common floor or minimum.
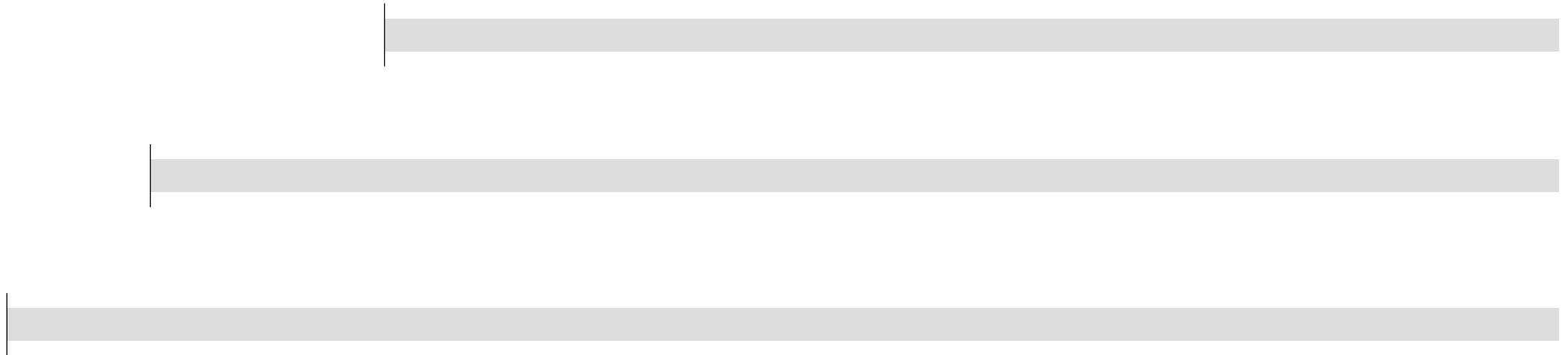
Market Reference Point

| 50% | 40% | 30% | 20% | 10% | |
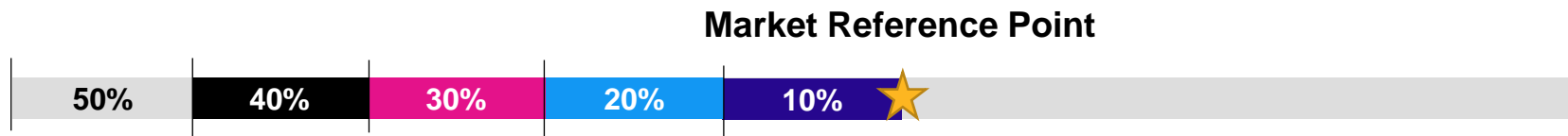
Structure - Example

- All ranks will have a set minimum based on a percentage below the market reference point* at a discipline/rank level.

EXAMPLE: Establishing the structure at a percentage of 40% below MRP

Professor

*   – target market rate, adjusted as needed to avoid compression/inversion across ranks in the same discipline/college. Ensured at least a 5% progression between market reference points within rank and discipline.

- Beginning July 1, 2023, the new pay structure will be utilized for all faculty hires.

- For existing faculty, once KSU's budget is established and the final structure is set, all employees below the minimum of their market reference point will receive a one-time market adjustment bringing them to the minimum.

Next Steps

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