



University of Mary Washington
Compensation Study
Teaching Faculty
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Today's Discussion

- Study Scope
- Market Study Results
- Model Salary Range Design
- Cost to Implement Model
- Impact of Salary Model

Scope of Study

Compensation Study Goals:

- Market analysis and salary model design by academic discipline and rank within discipline
- Identify and address internal equity and salary compression
- Assess market competitiveness of salaries
- Provide cost impact analysis to inform budget considerations

Communications and Feedback

- **Faculty Study Steering Committee:**
 - Dean Mary Gendernalik-Cooper, College of Education
 - Dean Richard Finkelstein, College of Arts and Sciences
 - Acting Dean Larry Penwell, College of Business
 - Dean Lynne Richardson, College of Business
 - Jane Huffman, College of Education
 - Gladys Gomez, College of Business
 - Eric Gable, College of Arts and Sciences
 - John Morello, Provost Office
 - Sabrina Johnson, Human Resources
 - Paula Wilder, Human Resources
- **Briefing with Teaching Faculty Committees at all three colleges**
- **Town Hall Meetings for all teaching faculty**

Market Study Results

Market Study

- Initial list of benchmark institutions prepared by Consultant and reviewed by Committees
- Initial list focused on COPLAC Institutions and South Region Masters Institutions ranked by US News & World Report
- Other selection attributes: Comparable budgets, undergraduate student FTE, and academic programs

Market Survey List

As recommended by the Faculty Compensation Study Steering Committee and approved by President Hurley on January 25, 2011

Council of Public Liberal Arts Colleges (COPLAC)

- Eastern Connecticut State University (CT)
- Fort Lewis College (CO)
- Henderson State University (AZ)
- Midwestern State University (TX)
- Sonoma State University (CA)
- Southern Oregon University (OR)
- SUNY College at Geneseo (NY)
- Truman State University (MO)
- University of Montevallo (AL)
- St. Mary's College of Maryland (MD)
- University of North Carolina, Asheville
- Shepherd University (WV)
- University of Illinois at Springfield (IL)

Regional Universities (USN&WR rankings)

- College of Charleston (SC)
- James Madison University (VA)
- Stetson University (TN)
- Belmont University (TN)
- Loyola University New Orleans (LA)
- Appalachian State University
- Bellarmine University (KY)
- University of North Carolina – Wilmington
- Rhodes College (TN)
- Furman University (SC)
- University of Richmond (VA)
- Christopher Newport University (VA)
- College of New Jersey (NJ)
- George Mason University (VA)
- Longwood University (VA)
- Shenandoah University (VA)

Private Liberal Arts Colleges

- Washington College (MD)
- Davidson College (NC)
- Redlands University (CA)
- Rollins College (FL)
- Washington & Lee University (VA)
- Elon University (NC)
- Gettysburg College (PA)
- Hobart and William Smith Colleges (NY)

AACSB Schools Accredited in Business

UMW Peer List 2011

(Note: ** indicates participation in UMW Custom Survey)

Council of Public Liberal Arts Colleges (COPLAC)

- Fort Lewis College (CO)
- Midwestern State University (TX) **
- Sonoma State University (CA)
- SUNY College at Geneseo (NY)
- Truman State University (MO)
- University of Montevallo (AL) **
- University of North Carolina, Asheville
- University of Illinois at Springfield

Private Liberal Arts Colleges

- Rollins College (FL)
- Washington & Lee University (VA)
- Elon University (NC)

Other Regional Universities (USN&WR)

- College of Charleston (SC) **
- James Madison University (VA) **
- Belmont University (TN)
- Loyola University New Orleans (LA)
- Appalachian State University **
- Bellarmine University (KY)
- University of North Carolina – Wilmington
- University of Richmond (VA)
- Christopher Newport University (VA) **
- College of New Jersey (NJ)
- George Mason University (VA)
- Longwood University (VA) **
- Shenandoah University (VA)

Market Study

- **Faculty Positions**
 - Custom Survey and CUPA-HR Survey of Selected Universities
 - By Academic Discipline and Rank
- **Report of Findings and Statistical Analysis**

Market Analysis: Percent of Lead or Lag

College	Total Faculty	Rank/ Discip Categs	# Lags	# Leads	Average Lead/Lag
Arts & Sciences	193	60	31	29	+ 4.5%
Business	23	14	12	2	- 22.7%
Education	19	5	3	2	- 7.8%

Model Salary Ranges

Faculty Pay Plan Design

Faculty Process: Market Guide Ranking Approach

- Market analysis: Custom and CUPA
- New pay ranges developed by academic discipline and rank
- Each discipline and rank assigned a pay range with midpoint matching market data
- Salary model by academic discipline and rank

Model Faculty Structure (SAMPLE Monthly Salaries – 9-month base)

Department	Rank	Minimum	Midpoint
English	Professor	6479	8584
	Associate	5264	6975
	Assistant	4423	5860
Management	Professor	9052	11994
	Associate	7598	10068
	Assistant	6514	8631
Teacher Education	Professor	6324	8379
	Associate	5264	6975
	Assistant	4395	5823

Cost to Implement Model

Cost Analysis and Implementation Approaches

- Cost scenarios developed to make adjustments that address salary range compression problems
- Calculated individually to adjust salaries relative to Midpoint target by Rank and Discipline

Goals of the Cost Model Going Forward

- Goal #1: Adjust all salaries to the minimum ASAP
 - Cost to Minimum = \$73,062
- Goal #2: Move all faculty closer to the midpoint
- Goal #3: Reach market midpoint in 3-5 years
 - Total cost to UMW to reach midpoint = \$1,306,916
 - Percent of total faculty base (9-month) salary = 8%

Questions?

