

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 Classification¹

Control (Public, Private)

Faculty Headcount/Student-to-Faculty Ratio

Financials (Total Expenses, Total Revenues)

Geographic Location

Staff Headcount/Student-to-Staff Ratio



Methodology – Faculty Peer Group Details

Institution	Institution Location
Boise State University	Boise, ID
Bowling Green State University-Main Campus	Bowling Green, OH
Central Michigan University	Mount Pleasant, MI
East Carolina University	Greenville, NC
Fast Tennessee State University	Johnson City TN

Institution	Institution Location
The University of Texas at San Antonio	San Antonio, TX
University of Akron Main Campus	Akron, OH
University of Central Florida	Orlando, FL
University of Louisiana at Lafayette	Lafayette, LA
University of Maryland-Baltimore County	Raltimore 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



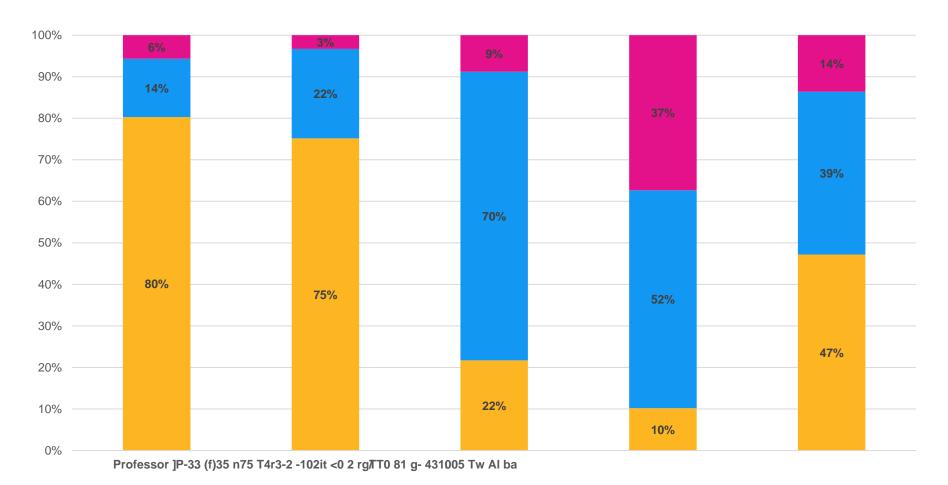
^{* —} target market rate, adjusted as needed to avoid compression/inversion across ranks in the same discipline/college. Ensured at least a 5% progression between market reference points within rank and discipline.

Faculty Structure





External competitiveness analysis by rank



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.



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





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			
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^{* –} 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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