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# SPOTLIGHT

## Truman Faculty Salaries Lag Most Comparison Schools Ahead, Study Shows

A study commissioned by the president of Faculty Senate revealed that Truman compensation lags behind those of most comparison schools. The findings, to be presented to the Board of Governors this Friday, Oct. 20, showed Truman ranked at or near the bottom in both faculty salary and total compensation package. The compensation package is essentially salary plus benefits.

Comparison schools were ascertained by an ad hoc committee on faculty compensation convened by Faculty Senate President Teresa Heckert (SS) last spring. The committee identified 11 comparison schools using a variety of criteria (student enrollment, student quality, student-to-faculty ratio, etc.) to

**FACULTY SALARY & COMPENSATION PACKAGE OF COMPARISON SCHOOLS**  
(ALL RANKS AVG; 1999 AAUP DATA; IN THOUSANDS)

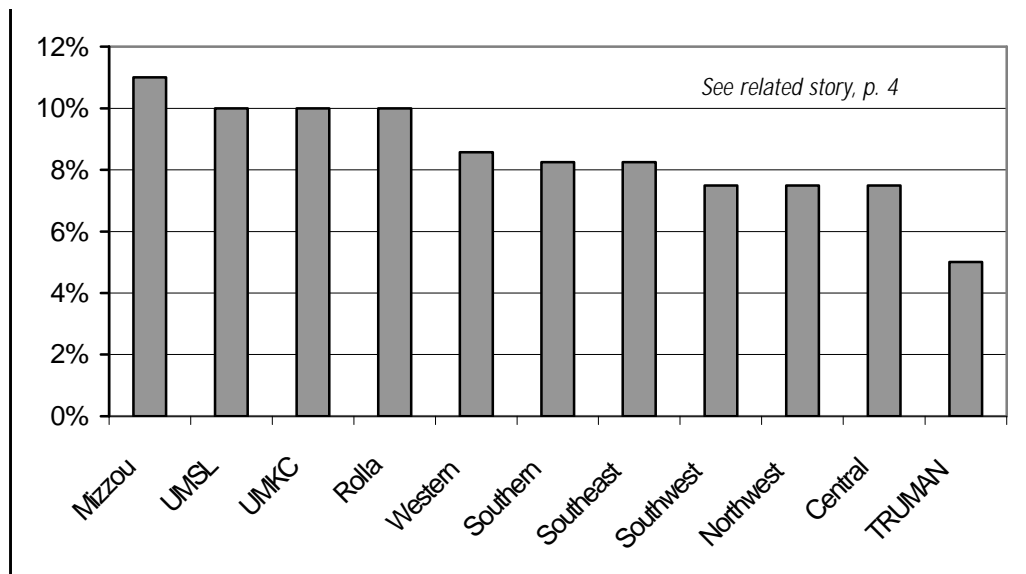
School	Salary	Comp.
Sonoma State	63.3	77.8
College of NJ	59.4	77.8
St. Mary's (MD)	54.4	68.0
UM-Morris	48.5	66.1
Lacrosse (WI) *	51.0	64.3
Winona State (MN) * ^	50.4	63.5
Mary Washington ^	50.1	62.3
Murray State (KY) *	47.4	61.1
SUNY-Geneseo	47.1	60.1
UNC-Asheville	49.9	59.8
TRUMAN	47.6	59.4
College of Charleston	47.4	58.5

\* Non-COPLAC (Public Liberal Arts) University  
^ Most recent available data (1998)

*Continued on page 4*

## Summer Doldrums

**SUMMER PAY 2000 AS PERCENT OF BASE SALARY PER THREE-CREDIT COURSE  
SELECTED MISSOURI STATE UNIVERSITIES**



Truman State  
University  
October 2000

TOP 15 MISSOURI SCHOOLS OF HIGHER EDUCATION BY AVERAGE FACULTY SALARY, IN THOUSANDS, ALL RANKS, 1999

(SOURCE: *ACADEME*, MARCH-APRIL, 2000)

Rank	School	AR
1	Washington University	83.5
2	UM - Rolla	69.0
3	UM - Columbia	62.3
4	UM - KC	59.3
5	SLU	59.0
6	UM - SL	59.0
7	STL CC - Florissant	54.2
8	STL CC - Forest Park	53.0
9	STL CC - Meramec	52.8
	STL College of Pharmacy	50.1
10	Webster University	50.0
11	Southwest Missouri	49.9
	Nazarene Theological Sem	49.0
12	Southeast Missouri	48.9
13	Truman State University	47.6
14	Rockhurst College	47.5
15	William Jewel College	47.5

TRUMAN STATE UNIVERSITY AVERAGE FACULTY SALARY INCREASES OVER EIGHT YEARS, WITH PERCENT CHANGE, FY 1992-2000

SOURCE: *AAUP ACADEME*

Position	1991-92	1999-00	% Change
Full Professor	49,700	62,000	24.75%
Associate Professor	40,400	50,600	25.25%
Assistant Professor	33,500	39,700	18.51%
Instructor	26,600	32,600	22.56%
Crude Average and Percent Increase	37,300	47,600	<b>27.61%</b>

TRUMAN STATE UNIVERSITY ADMINISTRATIVE POSITION SALARY INCREASES OVER EIGHT YEARS, WITH PERCENT CHANGE, FY 1992-2000

SOURCE: *OFFICIAL MANUAL, STATE OF MISSOURI ('BLUE BOOK')*

Position	1991-92	1999-00	% Change
President	95,000	155,000	63.16%
Science Division Head	54,000	87,960	62.89%
Fine Arts Division Head	60,760	90,600	49.11%
Language and Literature DH	64,920	90,600	39.56%
Mathematics DH	64,920	90,600	39.56%
Controller	61,000	84,090	37.85%
Libraries Division Head	61,940	84,360	36.20%
Social Science DH	67,410	90,600	34.40%
Director of Institutional Research	64,200	86,000	33.96%
Campus Planner	64,200	86,000	33.96%
Dean of Admission and Records	72,000	96,180	33.58%
General Counsel	70,620	90,528	28.19%
Associate VP of Academic Affairs	50,000	71,600	25.56%
VP of Academic Affairs	82,000	102,000	24.39%
Business Division Head	81,000	98,680	21.83%
Education Division Head	62,000	72,480	16.90%
Human Potential and Performance DH	77,904	90,600	16.30%
Averages and Percent Increase	67,875	92,228	35.88%

COMPENSATION IN CONTEXT

SOURCE: *MISSOURI 'BLUE BOOK,' 1999-00*

Position	Salary
University President	\$155,000
Chief Justice	\$116,847
Governor	\$112,755
Attorney General	\$97,899
Academic Division Head	\$90,600
Secretary of State	\$90,471
State Auditor	\$90,471
State Treasurer	\$90,471
Lt. Governor	\$68,195
State Senator	\$29,080
State Rep	\$29,080

PERCENT SALARY INCREASE FOR CONTINUING FACULTY BY (REPORTING) COMPARISON INSTITUTION, BY ACADEMIC RANK, 1999-2000

SOURCE: *AAUP (WHERE AR = ALL RANKS)*

University	Prof.	Assoc.	Asst.	Instr.	AR
College of Charleston	6.96	7.18	7.08	8.13	7.15
St. Mary's Coll. of Maryland	7.63	5.67	6.86	3.86	6.75
Univ. of N.C. at Asheville	5.35	5.76	5.77	6.68	5.60
Murray State University	5.43	5.42	5.47	4.97	5.43
SUNY College at Geneseo	4.55	5.46	5.90	6.10	5.33
<i>Truman State Univ.</i>	5.40	5.30	5.10	4.50	5.22
Sonoma State University	-	-	-	-	-
Trenton State College	-	-	-	-	-
Univ. Minnesota-Morris	-	-	-	-	-
Winona State University	-	-	-	-	-

## The Plan...

**“T**o ‘recruit and retain diverse faculty with impressive academic credentials [earned at leading institutions], solid experience in the liberal arts and sciences, dedication to the support and cultivation of student progress, and a strong commitment to continuing scholarly and professional development’”

Truman State University Master Plan, 1997, pp. 60, 61  
Cited in September’s Faculty Compensation Report

## AAUP Newsletter

Editor: Gary Jones

Truman AAUP Chapter  
officers for 2000-2001

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*Editorial content reflects the opinion of the editor, not necessarily the AAUP chapter.*

*Letters to the editor may be emailed to Gary Jones at  
gjjones@truman.edu*

## TENTATIVE AAUP AGENDA 2000-2001

SEPT: WEB PRESENCE  
OCT: FACULTY COMPENSATION  
NOV: ASSESSMENT PROGRAM  
DEC-JAN: FACULTY ATTRITION  
FEB: FREEDOM OF INFORMATION  
MAR: UNIVERSITY BUDGETS

*Past Issues of Spotlight available: AAUP Website*

## At the Point of the Paradox

Commentary by Gary Jones

The paradox, then, is a Minn’s Cuisine taste on a King’s Buffet budget. And crew. This is not to detract from Truman’s recent achievements in regional rankings. And the purpose here is not the single-minded pursuit of greater faculty compensation. But the recurrent administration reminder that there is only so much pie to go around cuts both ways.

Truman wants a superior technological infrastructure, an outstanding library, a nationally-respected assessment program, an excellent residential college program, a new—costly—LSP, extensive capital improvements, a new (albeit overdue) student information system, a broad-based student scholarship and work study program, and first-rate faculty: Faculty who are asked to add to their duties a substantial administrative/clerical workload due to both the lack of a departmental structure and understaffing at higher academic levels.

All of this is desired at once, and on a relatively tight budget. One thing Truman does *not* want to do, however, is lessen its institutional commitment to affordability.

Of the 11 comparison schools identified by the compensation committee it is unlikely that any have aspirations of academic quality higher than Truman’s. But it is also the case that none has a lower out-of-state tuition than Truman. In 1999 Truman ranked 12th out of 12 (or first in affordability, if you prefer). Regarding in-state tuition, of the 11 comparison schools, four were particularly competitive academically with Truman (by U.S. News regional rankings). The in-state tuition of those four averaged \$4100 in 1999, 20% greater than Truman—and this in states more

supportive of higher education than Missouri in the first place.

None of this is new. The 1995 *Self Study Report for the Commission on Institutions of Higher Education* noted that “Faculty salaries tend to lag behind national averages for each academic rank” (p. 64). This same document also noted that 1994 faculty salaries lagged behind “15 comparable institutions” by significant amounts, a conclusion reached in a report titled “Salary Survey for Northeast Missouri State” apparently conducted in late 1994 or early 1995. Although administration representatives sat on the 2000 ad hoc compensation committee, this earlier report was not mentioned.

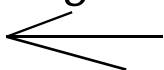
We who do not learn from history are condemned to repeat it.

## ...The paradox

**“T**his effort [compensation evaluation] is complicated even further by Truman’s supportive institutional value of affordability (Affirming the Promise, pp. 5, 12-13) and its commitment to a lean administrative and staffing structure in conjunction with its emphasis on institutional quality. Just as ‘higher education in Missouri has, historically, functioned in the context of two competing values’ (pro-education yet anti-tax, see Affirming, p. 67), so Truman University’s commitment to maximum quality at minimum cost also constitutes a fundamental tension.”

Truman State University Master Plan, 1997, and  
Faculty Compensation Report, September 2000

## Keep *Spotlight* Shining



We are a poor people. It costs about \$65 (and a couple weekends) to produce each monthly issue of *Spotlight*. At this rate we will run out of money well before the end of the academic year. If you would like to help keep *Spotlight* shining please send a contribution to our honorable local chapter treasurer, Dr. James Harmon, Fine Arts. We are a simple people. We do not maintain a separate account for the newsletter, but we guarantee you that is where the bulk of your contribution will go. Thank you.

### Did You Know

Garry Gordon, Vice President for Academic Affairs, has taken preliminary steps towards creation of a VPAA Web page to serve as a centralized location for academic policies and procedures. The site is scheduled for "construction" over the winter interim.

Join AAUP: Your source for "the rest of the story..."

### AAUP Half-Price Dues

Once every millennium new members can join AAUP at a special one-half dues rate. See your copy of the Fall 2000 *Footnotes* or visit the Truman AAUP Web page:

<http://www2.truman.edu/aaup/>

For links related to this pub, see

[http://www2.truman.edu/aaup/AAUP\\_TSU\\_news.html](http://www2.truman.edu/aaup/AAUP_TSU_news.html)

## Continued... Truman Faculty Salaries Lag

establish the list. Using university-reported data provided to AAUP for the national organization's annual compensation survey, as well as selected other resources, the committee determined that measured by all-rank averages Truman ranked 9th out of 12 in salary and 11th out of 12 in compensation (salary plus benefits). Additional data indicated Truman was 11th in Medical/Dental plans (1998 expenditures).

When cost-of-living (COL) adjustments were factored in, the report noted, Truman fared much better in the comparison, moving well into the top half. However, the report stated, "there is some question about the appropriateness of considering COL in determining comparability of salaries." In this connection a preliminary committee report submitted in May referenced, for example, sparse area cultural opportunities and personal travel costs.

The Heckert report noted that another way to measure Truman against other universities—"a way that takes into account this school's drive for academic quality and outstanding faculty"—is to select comparison institutions with a reputation for excellence and then establish faculty compensation goals against them. The University Master Plan takes this approach by aiming for 90% of salaries of nationally-ranked liberal arts colleges (associate and assistant professors). But the report observed, when compared to *U.S. News' 25 Best National Liberal Arts Colleges*, Truman fell about 10% short of this goal in 1999.

"The market is competitive," the report concluded. "If Truman cannot remain competitive in terms of faculty salaries and compensation packages, the [faculty] talent may go elsewhere."

### AAUP CHAPTER MEETING

WHEN:

Friday, Oct. 20  
4:30 - 5:30

WHERE:

The Wooden Nickel  
114 S. Elson

Followed by a social hour from  
5:30 - 6:30

(Everyone Welcome)

## TU Summer Salary Compared

Against 10 Missouri Schools

Truman's summer teaching pay is at the bottom of the scale according to a survey of ten other state universities in Missouri conducted recently. The other universities offered summer salaries as a percentage of annual base salary per three-credit course, ranging from 7.5% to 11%. Truman pays 5%. See chart on page one for details.

Against 11 Comparison Schools

Of 11 comparison universities recently surveyed, six offered summer pay as a percentage of base annual salary, ranging from 6.25% to 9%. Three schools paid a flat rate, typically by rank. These rates ranged from \$2280 to \$3375 for an assistant professor, \$2925 to \$4458 (Sonoma) for full professor. Two schools did not respond.