

NCSU Faculty Senate Resources and Environment Committee

Report for 2021-2022

Committee Members: Tania Allen, David Auerbach, Richard Bernhard, Keith Edmisten, Mathew Gerard, Helmut Hergeth, Roger Narayan, Eileen Taylor (co-chair), Steven Vincent (co-chair)

The Committee met eight times:

September 21, 2021

November 2, 2021

February 15, 2022 (joint meeting with the Personnel Policy Committee)

March 29, 2022

April 12, 2022

April 26, 2022

May 17, 2022

May 24, 2022

The committee received three Issues of Concern (IOC) whose disposition follows:

IOC - removal of the lyric "dixie" from the alma mater. The University chose to remove the lyric and replace it with Southern. No action needed.

IOC - request to maintain mask mandate on campus. At the time we received the IOC, the University had decided to maintain the mask mandate on campus, negating the need for us to respond. We communicated back to the individual who submitted the IOC.

IOC - concern about rising gas prices impeding students' ability to attend classes. We have no control over gas prices, and responded to the individual thusly.

Current Year's Focus

The committee's main objective during this academic year (a continuation of work the committee did during the 2020-2021 year) was to obtain information about trends in compensation and equity for the faculty and administration over the past decade. The committee attempted to get information about the headcount of tenured and tenure-track faculty, of professional faculty, of administrators, and of staff; and, also, to get information about how these have changed over time. In addition, the committee attempted to understand how salaries and other resources have been allocated to these various categories over time. The goal of the committee was to draw up a report for the Faculty Senate that lays out this data and probes questions of what the data reveals about the priorities of the administration over the past decade – priorities concerning the growth of the university and the allocation of resources.

The committee was unsuccessful in getting this information in a format that was usable. We believe that there are two reasons for this. One, the data is stored in a way so that it is difficult to retrieve and make sense of. For example, according to the sources we spoke with, administrators also teach, but there is evidently no easy way to determine how much they teach. Two, we remain puzzled and perturbed by the administration's inability or unwillingness to provide this data. For example, we were assured that a Faculty salary equity study would be completed, and had merely been delayed by COVID. Then it was delayed again by the need for HR to update payroll for the raises in the state budget. We met several times with administration, and even provided a document listing items we would like to see covered in the study. As of April 26, 2022, no study has been completed to our knowledge.

In addition, the Committee had conversations about budget issues during the 2020-2021 academic year with Adam Breuggemann (University Budget Director) and Barbara Moses (Associate Vice Chancellor for Budget and Resource Management). We began this academic year, in September, with a discussion of these issues with these same two individuals. After they informed the committee that they could not provide the information we requested, we met, in early-November, with Katharine Stewart (Senior Vice Provost for Faculty and Academic Affairs). It was our hope that these meetings would lead to progress. Unfortunately, they did not. Therefore, we have no report about these important issues.

However, we have assembled a visualization storyboard from publicly available data. It is attached below.

We recommend that the committee continue in the future this investigation concerning equity and the distribution of resources. Some of the disparities are obvious from the visualizations: certain disciplines and colleges enjoy much higher salaries (College of Management, for example), while others have much lower salaries (College of Humanities and Social Sciences, for example). This is true for median salaries and for “market rate” salaries. Should “equity” be based on market rate or on *de facto* salaries? Should there be a higher minimum salary for all “professional track” faculty?

Future work on this topic might include:

- Review of salary equity within each college between different ranks, tenure-tracks and cost of living.
- Comparing NC State with its peer regional institutions (UNC-Chapel Hill, UNC-Charlotte).

Additionally, with rising costs in Raleigh and the United States at large, the consideration of cost of living is another factor. A study conducted by the North Carolina Budget and Tax Center “found the family of two adults and two children in Wake County needs to bring in \$81,850 per year to meet the living income standard” (Arthur, 2022). The visualizations show a large number of faculty at or below this standard. Given the rapid rise in housing costs associated with the elevated cost of living in the Raleigh area, the committee may want to identify solutions for affordable on-campus or close-to-campus housing so that we can continue to attract and retain faculty and graduate students.

Figures

Total Salary by College
(Tenure-Track and Non-Tenure Track)

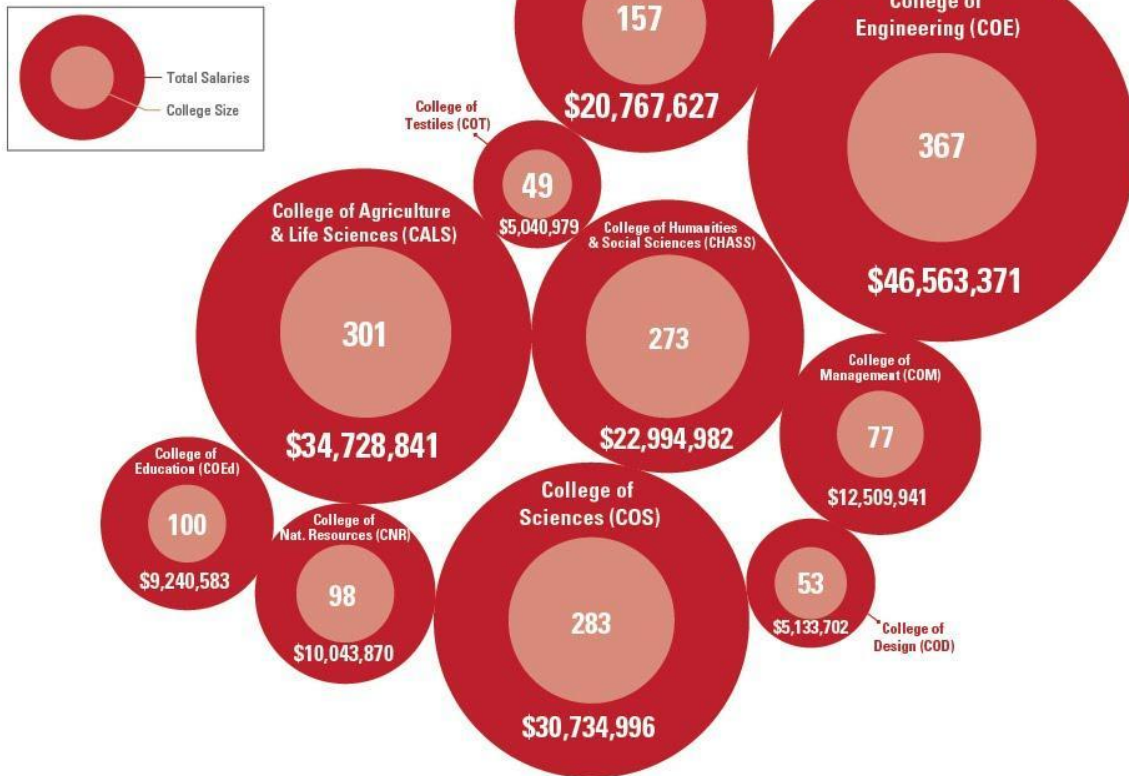


Figure 01: Salary Total Expenditures and Faculty Size by College. This visualization shows the relationship between total salary expenditures (outer circle) in 2021 in relation to the faculty size (inner circle). The aim of this visualization is to see relationships between overall allocation between and within colleges.

Median Salary by College (TT/NTT)

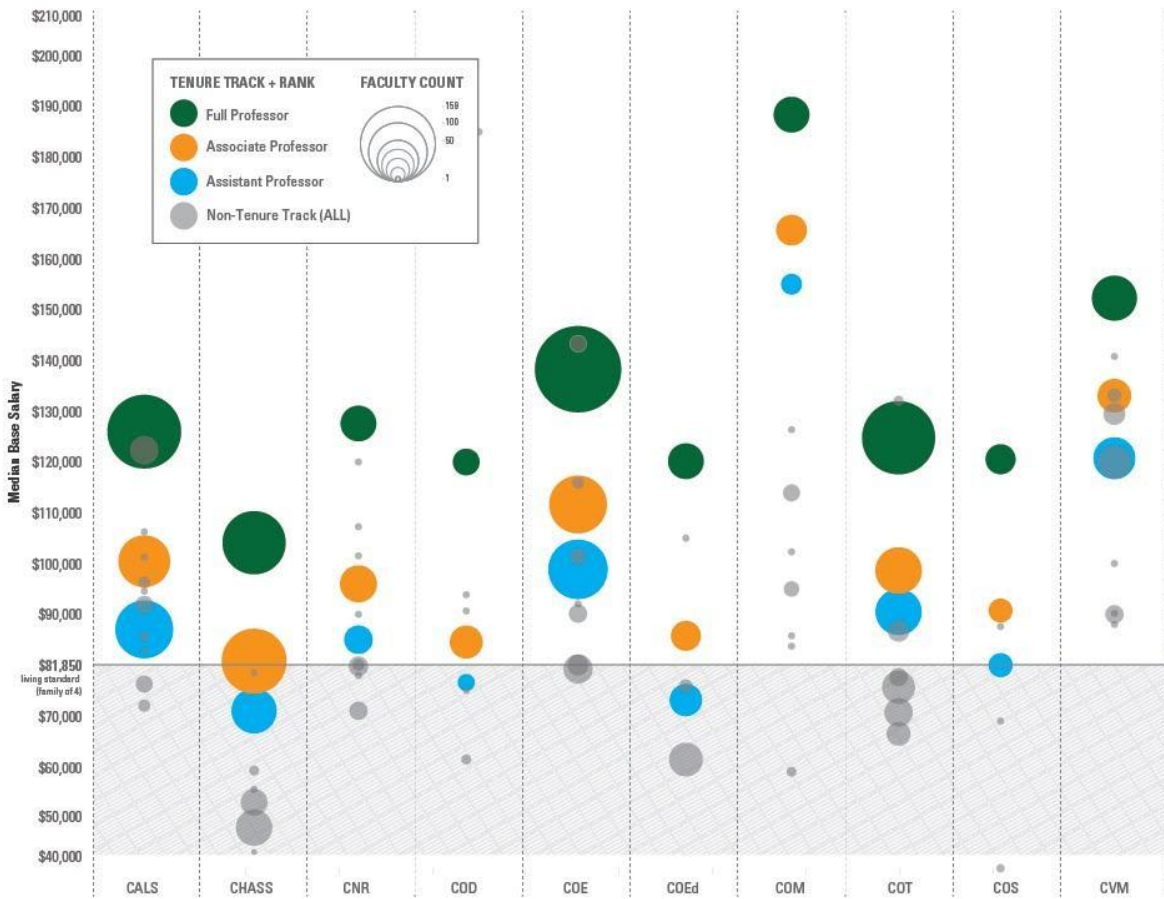


Figure 02: Median Salary by College. This visualization includes the number of faculty at each rank. Due to the wide range of non-tenure track (NTT) positions and titles, they are combined into one visual category (though each discrete dot indicates a different title or rank). Size of the bubble indicates the number of faculty within the indicated rank. The aim of this visual was to see how TT and NTT compare in relation to each other and to cost of living.

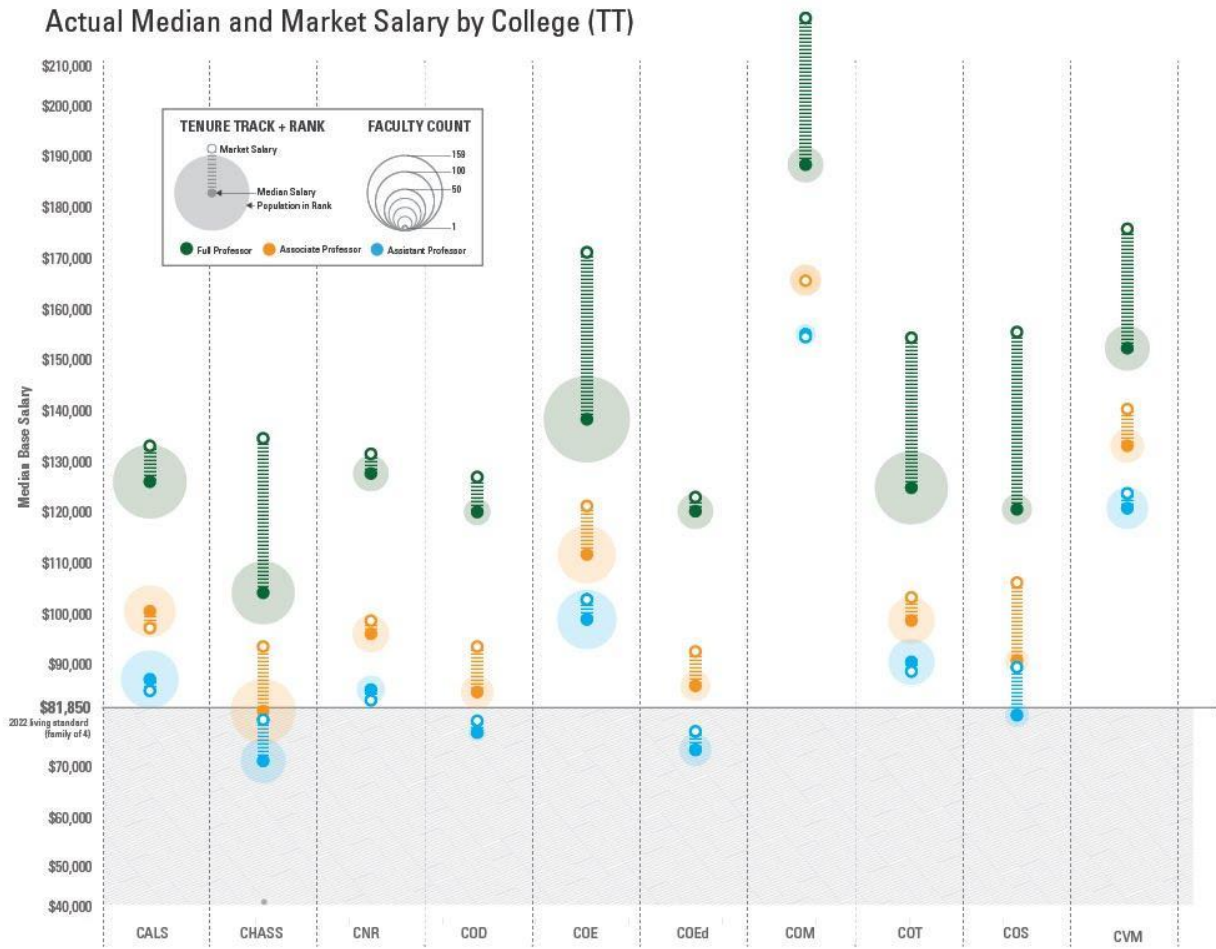


Figure 03: Actual Media and Market Rate Salary by College. The aim of this visual is to show the alignment or disparity between actual median salary and market rate across the different colleges. A secondary goal was to see how many faculty were potentially affected by the disparity, although that is better examined at the college level.

Median Salary by Rank and Hire Date

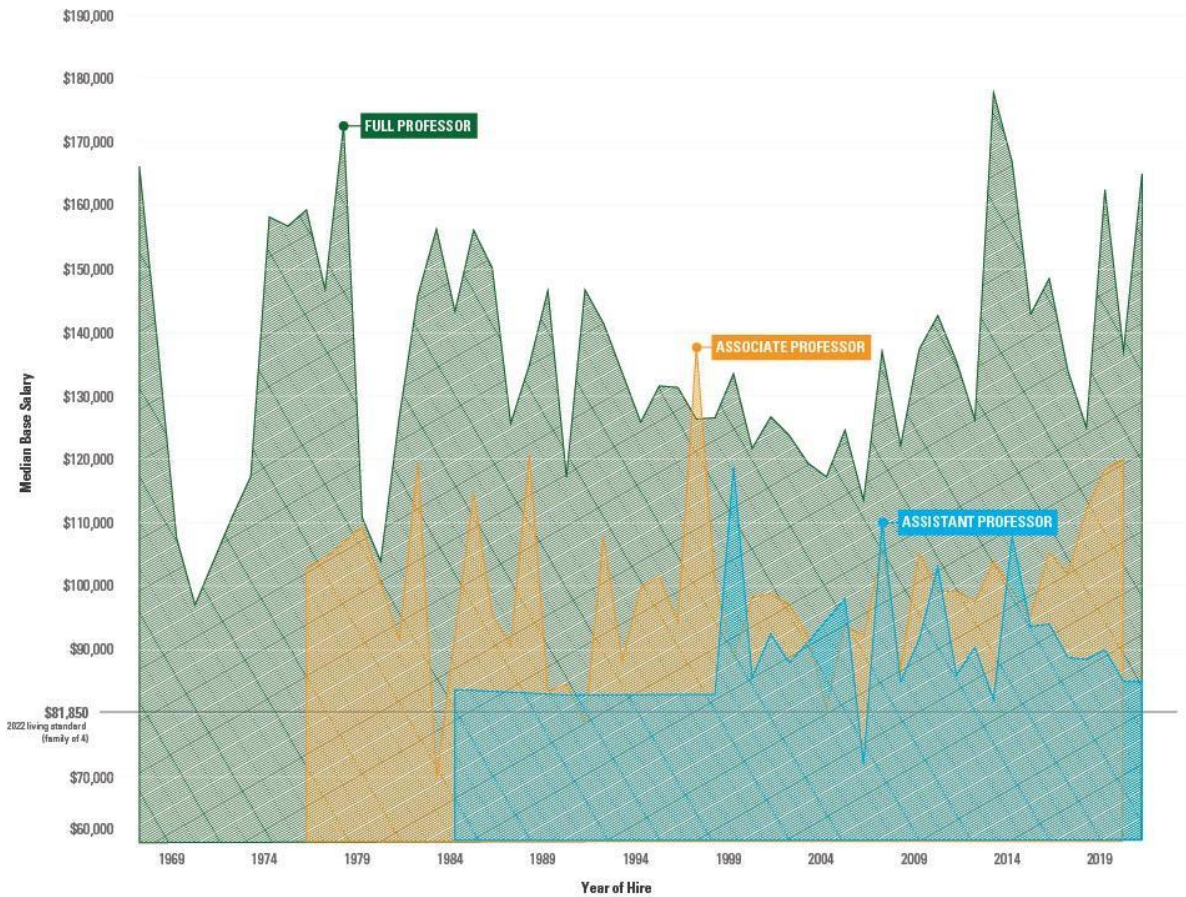


Figure 04: Median Salary by Rank and Hire Date, University-wide. This graph looks at the median salary of all tenure-track faculty by rank and across the University. The aim of this graph is to see how promotion and tenure is related to new hire salaries and if there was equity between those two entities. This graph also indicates how and where new salaries may or may not be up to the cost of living standard.

CHASS: Actual vs. Market by Rank

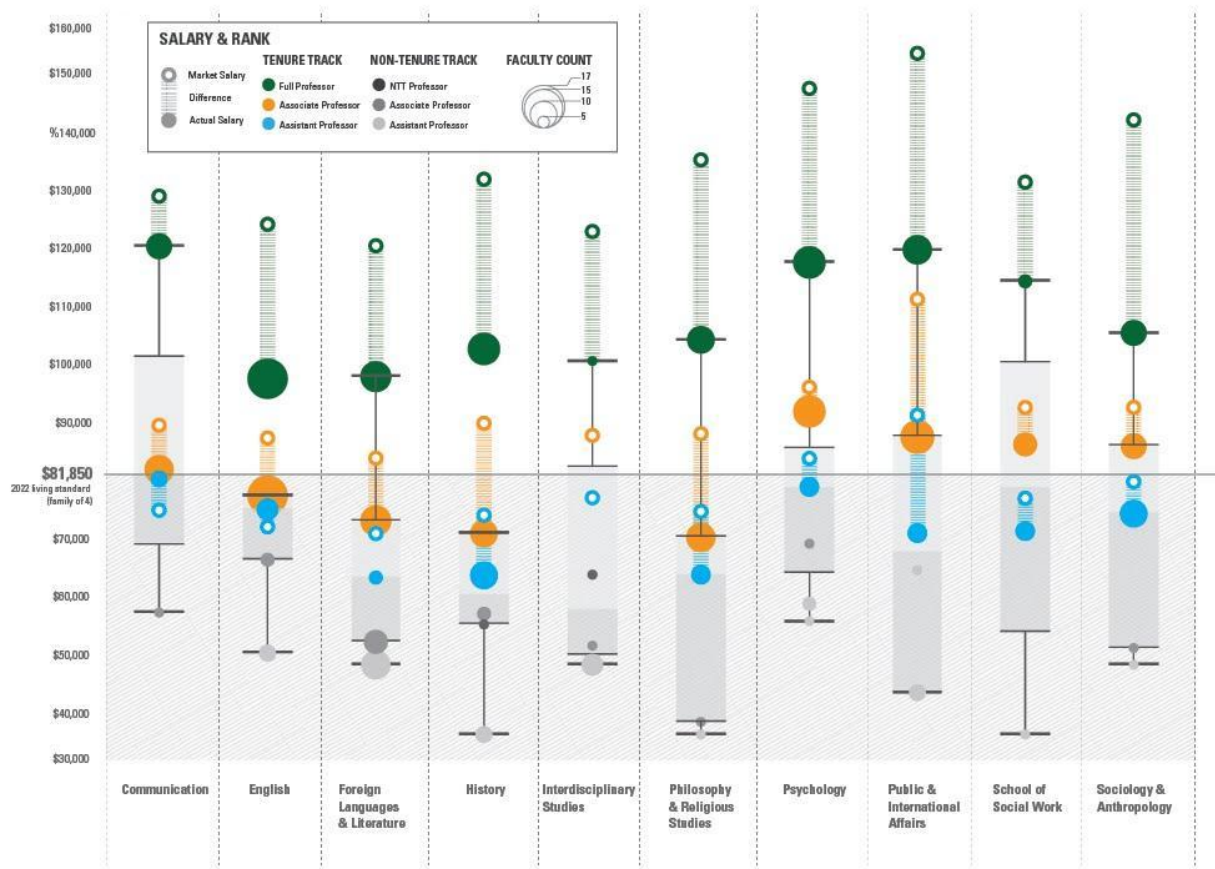


Figure 05: Actual Median and Market Salaries in CHASS. Based on the initial visualizations which showed high alignment with market and cost of living (COM) and low alignment (CHASS), these preliminary visualization break down departments with CHASS and show a significant gap in salary equity at the rank of Full Professor, secondarily at Associate Professor and close alignment in most departments at the rank of Assistant Professor. Additionally, this graph shows a significant number of TT and NTT faculty below the cost of living standard line.

P-COM: Actual vs. Market by Rank

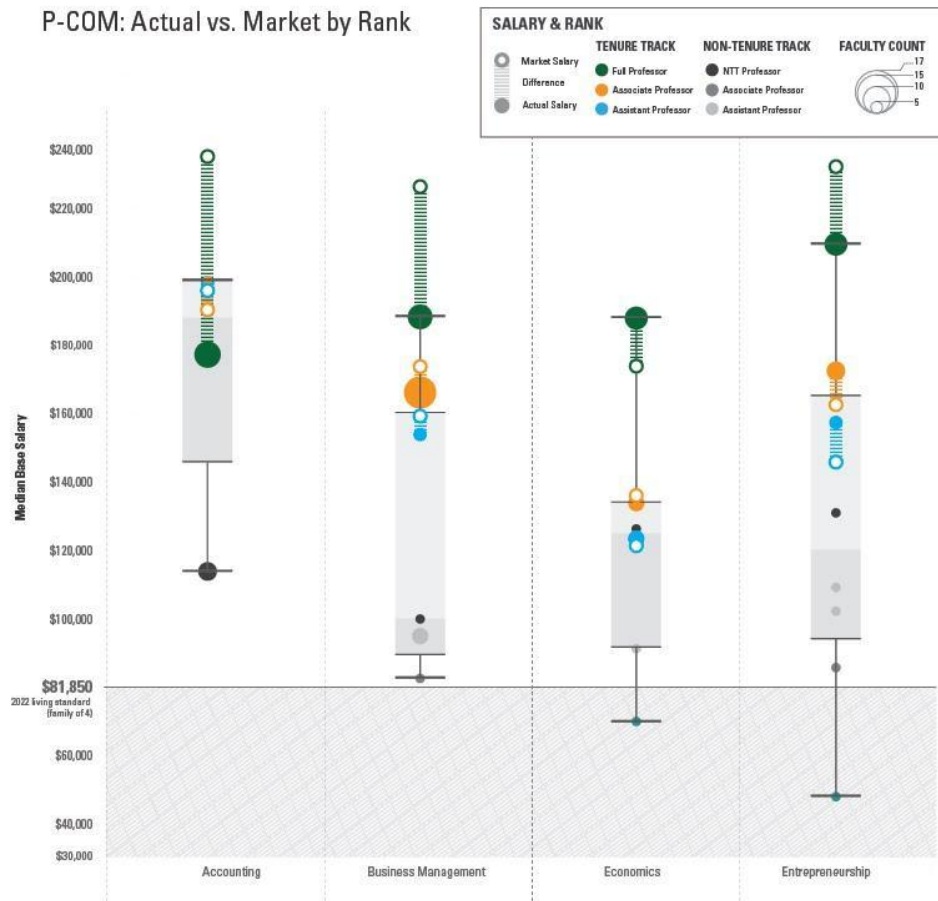
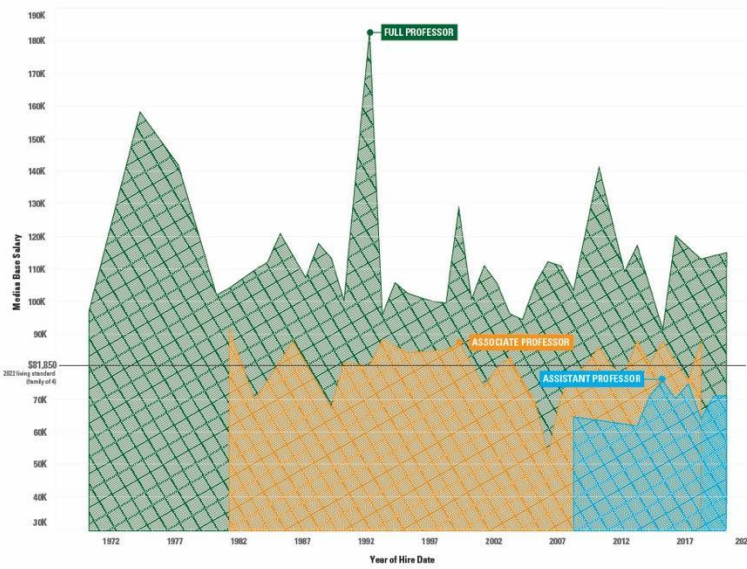


Figure 06: **Actual Median vs. Market Salary by Rank: P-COM.** While P-Com still shows the most gaps between market and actual salaries at the Full Professor level, it is overall more evenly aligned with a number of actual salaries being at or above market rate. P-COM also has only a few faculty below the living standard line.

Median Salary by Rank and Hire Date: CHASS



Median Salary by Rank and Hire Date: P-COM

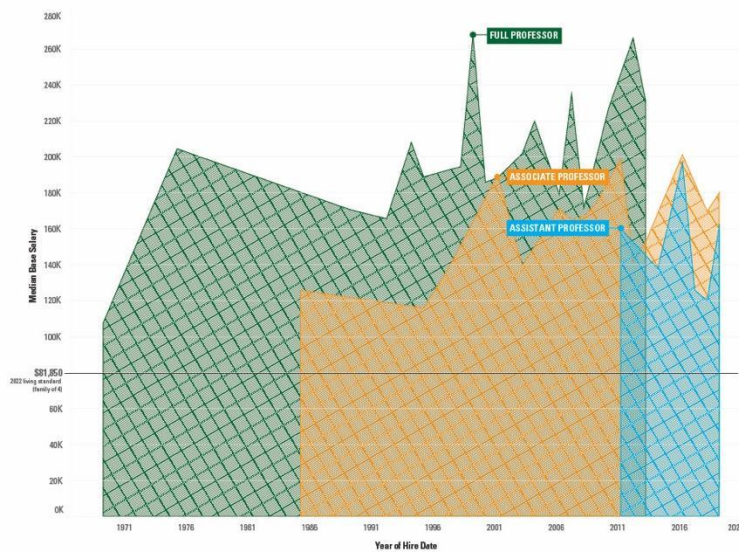


Figure 07: Comparison of hire date between CHASS and P-COM Over Time.

References

Arthur, K (2022). "Family of four in Wake County needs to make \$81K per year to make ends meet, study finds" WRAL.com

(<https://www.wral.com/family-of-four-in-wake-county-needs-to-make-81k-per-year-to-make-ends-meet-study-finds/20275303/>)

Raynor, D. (2022). "Look up salaries of UNC System workers." January 11, 2022

(<https://www.newsobserver.com/news/databases/public-salaries/article11863496.html>)

NCSU Human Resources. "NC State Tenured / Tenure-Track Faculty Salary Ranges FY 2021 - 2022"