

2023 COACHE Compensation and Benefits Summary Report

Committee Members:

Diane Filion, Vice Provost Faculty Affairs

Keerthana Sateesh, SOD

Brenda Linares, Libraries

ISSUE ADDRESSED AND WHY

Our group addressed dissatisfaction with compensation and benefits. Before reviewing COACHE data it was known that there was dissatisfaction regarding salary and compensation among most faculty. Upon evaluation of the data from the COACHE survey, the dissatisfaction with compensation and benefits and the trends were identified. When examining the COACHE data, we explored the differences among units and faculty rank. Salary emerged as a factor with significant input from faculty. The COACHE survey showed that compensation and benefits (24% responses) were at the top of things that those surveyed want the university to address.

DATA USED TO INFORM DISCUSSIONS AND RECOMMENDATIONS

- COACHE data results
- Meeting with Provost: our sub-group met with Provost Lundgren. Dr. Lundgren shared valuable information regarding the work going on to increase compensation and the timeline that the leadership had in mind to accomplish this. The data showed that UMKC has tried to evaluate faculty salaries by comparing it with comparable institutions and prioritizing departments with more disparities when it comes to salaries
- Focus groups with preselected questions. The data gathered and reviewed from the focus group was a limited representation of faculty across campus.

In looking at the data, there was a significant dissatisfaction regarding salary overall in the following disciplines: social sciences, physical sciences, and ECM. In looking at demographics, there was an overall dissatisfaction, and the dissatisfaction was more prevalent among fully tenured professors, faculty of color, and underrepresented minorities. There was a greater level of dissatisfaction among tenured professors in comparison to non-tenured professors. Upon evaluating the global view of the data, compensations came up repeatedly as one of the aspects of dissatisfaction among all faculty (39%), tenured faculty (35%), pre-tenured faculty (33%), faculty on non-tenure track (45%), full and associate professors (36%, both male and female faculty) and faculty from underrepresented minorities (48%). It is important to note that compensation continues to be the greatest source of faculty dissatisfaction among all institutions that participate in the COACHE survey.

KEY RECOMMENDATIONS THAT WOULD LIKELY STRENGTHEN FACULTY SATISFACTION

RECOMMENDATION	ACTION ITEMS
A university and unit priority of addressing internal equity within the units. This can be addressed by having more open forums and	Faculty Senate will be asked to host forums designed to gather input from faculty

<p>communications within each unit about what the specific needs of the faculty are for that discipline. University wide, we need more open conversations/open forums about faculty needs in faculty senate meetings or more open forums with the provost.</p>	<p>regarding the needs they have to increase success.</p> <p>Provost and Vice Provost for Faculty Affairs will host once-per-year open forums where faculty can gather, ask questions, and share concerns.</p> <p>Deans will work with Associate Deans for Budget and Finance to conduct unit-specific self-studies designed to help address internal equity issues.</p>
<p>Increased communication to the faculty about the process currently underway by the provost and chancellor to raise UMKC faculty salaries to the level of peer universities. They do a general announcement, but it might need to be done more on a school/discipline level.</p>	<p>Deans of units that have been (and will be) targeted for salary adjustments will share with faculty how the resources will be allocated internally to their unit.</p>
<p>Create a page on the provost's website under "provost's initiatives" that describes the current process that is underway to address faculty salaries. This should include an explanation of the data being used to determine which units are the highest priority for adjustment and what the overall goal is relative to moving salaries to be in line with peer institutions. This can be updated and maybe a section where faculty can provide feedback and/questions anonymously.</p>	<p>Executive summary: faculty and staff salary market adjustments 2024 (PDF)</p>
<p>Communicate the appropriateness of the comparator institutions used for this project and/or allow deans to select a unit-specific set of comparison institutions to guide the adjustments underway (recognizing that this would require identifying a set of metrics on which to base the selection of comparator schools). Share why we use that matrix and how we use that data.</p>	<p>The current operational and aspirational peer institutions will remain in place. Deans can propose alternative comparator institutions for approval by the provost's office.</p>
<p>Compensation and Benefits do not have to be just monetary. In the focus group feedback, some faculty just wanted recognition from the Dean and their peers. Therefore, a recommendation is to celebrate faculty accomplishments in something basic like newsletter and/or end of the semester celebration of faculty accomplishments shared/including all the faculty from that</p>	<p>Deans – ensure unit-wide end-of-year celebrations and recognition of faculty accomplishments.</p> <p>University/Provost continue to hold yearly end-of-year celebration of faculty accomplishments, university-wide.</p>

discipline, school, or program. Non-monetary compensations for increased class sizes. Celebrate accomplishments in Faculty Senate meetings and social media.	FAN newsletter can be used to share faculty achievements and promote recognition.
---	---

HOW RECOMMENDATIONS WOULD IMPROVE FACULTY LIVES/JOB SATISFACTION

Our recommendations are designed to help build trust among all stakeholders creating a positive work environment and reducing barriers in communication. Having the Dean of each Unit weigh in on the selection of comparable institutions allows faculty voices to be heard. Recognition of faculty accomplishments will significantly boost their morale.