

# Faculty and Staff Salary Market Adjustments

## Executive Summary

November 2024

### **Background**

The University aims to improve faculty and staff salaries, in relation to higher education peers. In the 2022 UMKC State of the University Address, Chancellor Agrawal committed to improving faculty and staff salaries, contingent upon enrollment growth and consequent availability of financial resources necessary to support the cumulative impact of salary adjustments.

Faculty salary benchmark data were drawn from the Oklahoma State University national [Faculty Salary Survey](#), published annually. This data source was chosen because of its disciplinary breadth, focus on Carnegie R1 and R2 institutions, and number of institutional comparators. Staff salary benchmark data were drawn externally from CUPA-HR 2023-24 Staff in Higher Education Survey, published annually, and internally from UM System.

### **Methodology**

UMKC faculty salary data were compared to Oklahoma State University data matched on the following variables:

- Academic Discipline (CIP code assigned at time of hire, confirmed by dean)
- Faculty title (ranked NTT, T/TT)
- Rank (Assistant, Associate, Professor)

The mean difference in UMKC Faculty salaries compared to the mean faculty salary for R2 institutions participating in the OSU Faculty Salary Survey, matched on CIP, faculty title, and rank was computed for each school.

### **Initial Distribution of Salary Funding: FY23 (July 2022-June 2023)**

For the initial round of funding, because there was short timeline from announcement of the salary adjustment initiative to the first round of implementation, Provost Lundgren worked with the Institutional Research (IR) team to identify schools in a “high,” “medium,” and “low” need of market adjustment compared to peers. Upon approval by the Chancellor, the School of Law received \$500,000 in market adjustment funding and the School of Nursing and Health Studies received \$250,000 in market adjustment funding. Once selected for the investment, deans were encouraged to use more fine-grained disciplinary comparator data and school-based shared governance processes to determine specific faculty adjustment strategies. \$250,000 was reserved for staff salary adjustments allotted by UMKC Human resources and approved by the Chancellor.

### **Subsequent Distribution of Salary Funding: FY24 (July 2023-June 2024) and FY25 (July 2024-June 2026)**

In the next two rounds of funding, the University Budget Committee (UBC) formed a subcommittee to evaluate/rank the schools based on mean difference from peers using OSU Salary Survey data. The subcommittee provided a recommendation to the full UBC, who in turn provided a

recommendation to the Chancellor. In FY 24, the School of Science and Engineering received \$750,000 in market adjustment funding; in FY25 the School of Humanities and Social Sciences received \$500,000 in market adjustment funding and the School of Education, Social Work and Psychological Sciences received \$250,000 in market adjustment funding. In both fiscal years, \$250,000 was reserved for staff salary adjustments allotted by UMKC Human resources and approved by the Chancellor.

Table 1 provides a summary of the mean percent difference in salary in comparison to all R2 institutions included in the OSU salary survey administration for those schools who have not yet received salary adjustments.

**Table 1. Salary comparison (% difference) for schools who have not received market adjustment funding.**

<b>Academic Unit</b>	<b>% Difference in UMKC School Average Salary Compared to OSU Average (R2 institutions, matched on CIP, rank, title)</b>
Dentistry	7.1%
Bloch	11.4%
SOM	2.6%
Pharm	-1.1%
Conservatory	5.8%
Libraries*	-8.2%

Note. \*Library faculty are not included in the OSU Salary Survey. The percent difference reported above is based on internal library peer analysis.

Given the limited variability from year-to-year, the UBC subcommittee on salary adjustments for faculty and staff recommended that the comparison of faculty salary to the mean salary of peer institutions included in the OSU salary survey occur on a bi-annual basis, independent of potential salary adjustments. The next scheduled analysis will occur in winter/spring 2025. Percent differences for all schools, reflecting the most recent investments will be updated at that time.