

**Missouri State University Faculty Senate
Committee on University Budget & Priorities
Salary Report Card Fall 2020**

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CHARGE: To present a report card to the faculty senate. The report card should summarize pertinent data including faculty salaries compared to CUPA averages and medians. The report card should also summarize the number of equity adjustments given in the previous year, by count and by total value, for faculty, staff, and administrators, respectively.

The Faculty Senate Committee on University Budget & Priorities is pleased to present our report on faculty salaries and equity adjustments at Missouri State University. The following pages report the available data for the previous five years (Fall 2015-Spring 2020). A summary of trends and observations is presented at the end of this report.

Average Salary Compared to CUPA Averages – Ranked Faculty

FIGURE 1 A

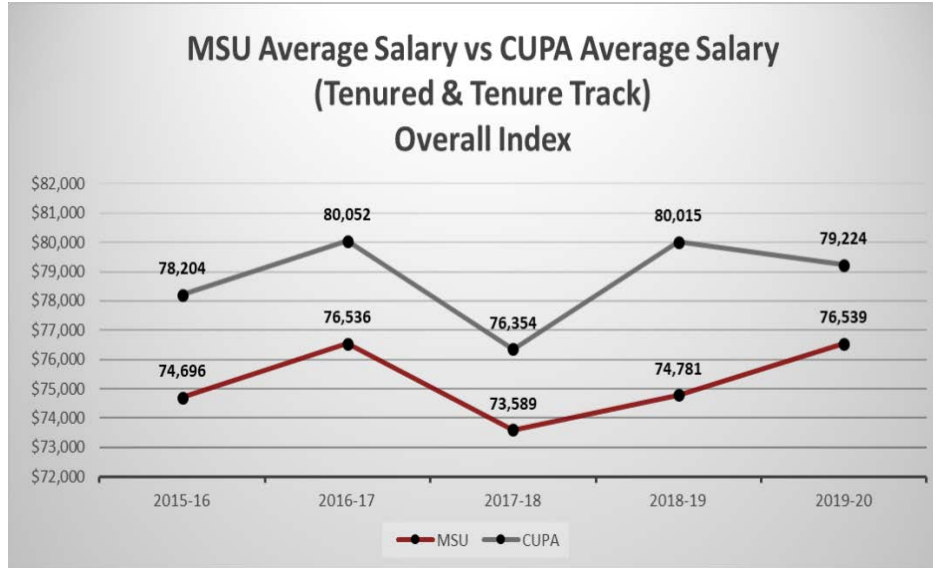


FIGURE 1 B

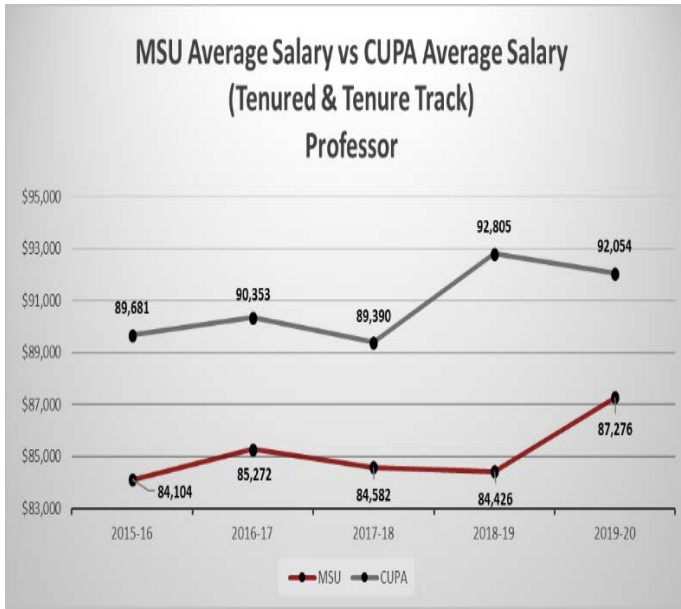


FIGURE 1 C

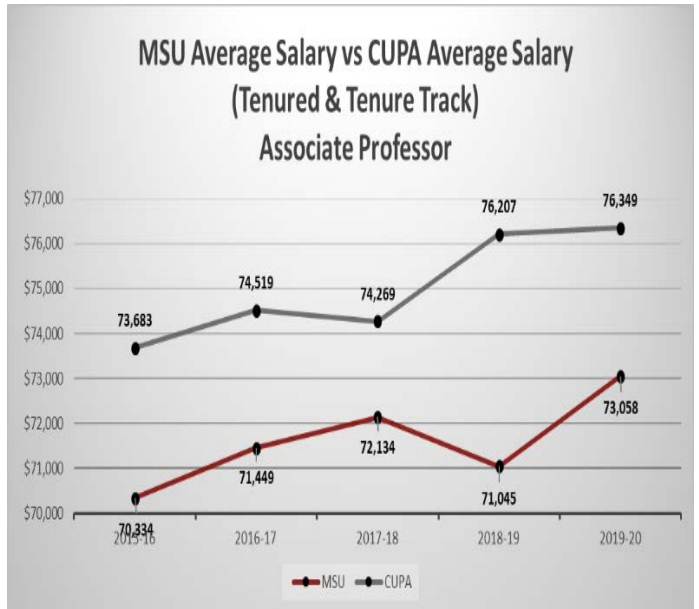


FIGURE 1 D

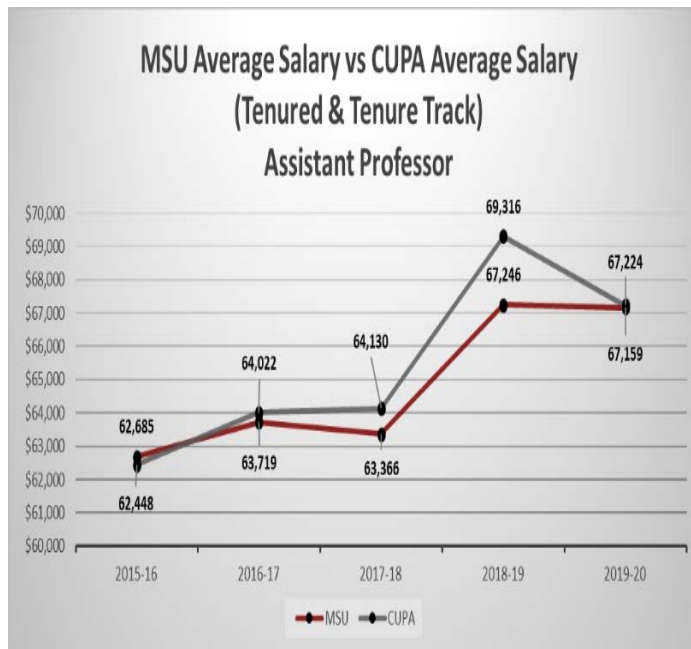
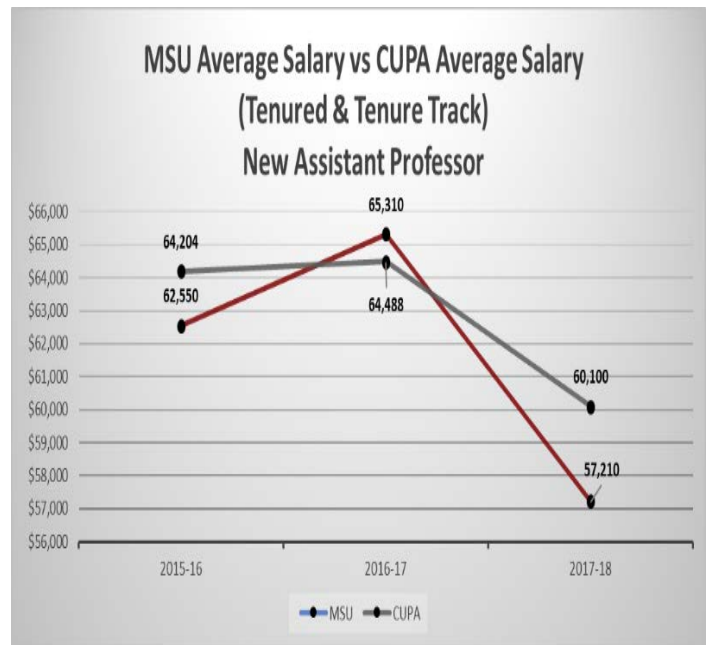


FIGURE 1 E



Average Salary Compared to CUPA Averages – Unranked Faculty

FIGURE 2 A

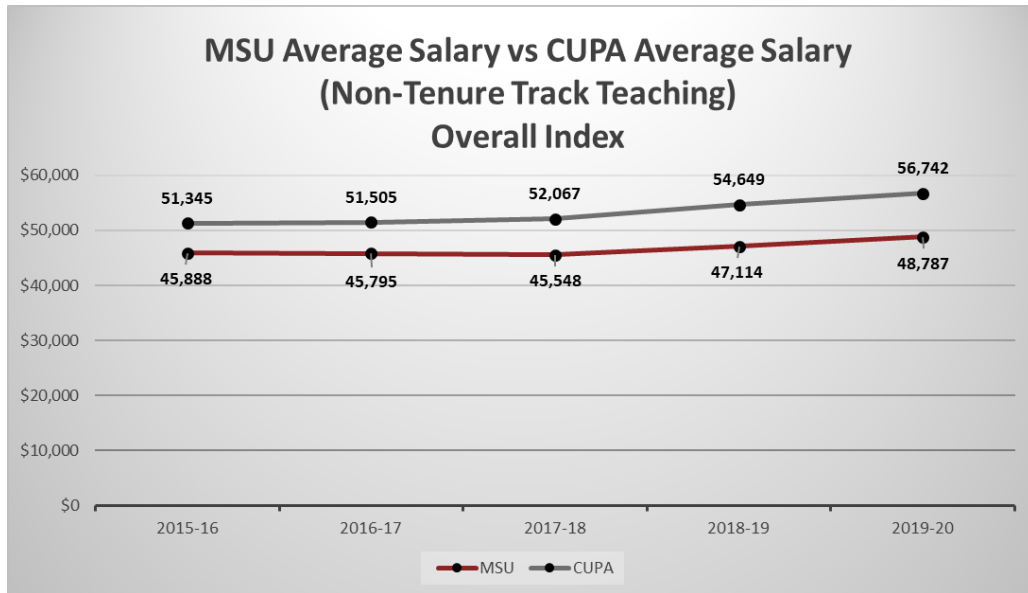


FIGURE 2 B

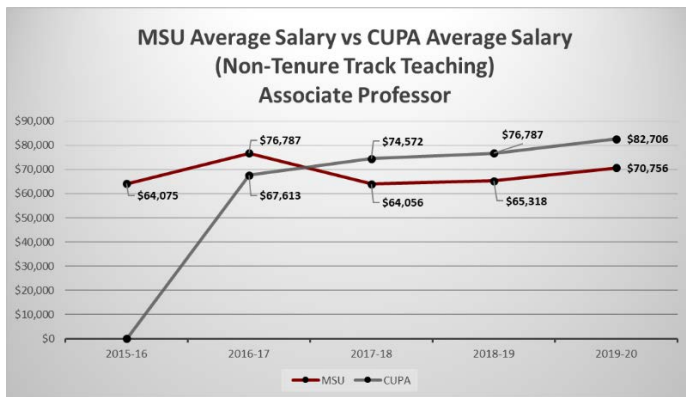


FIGURE 2 C

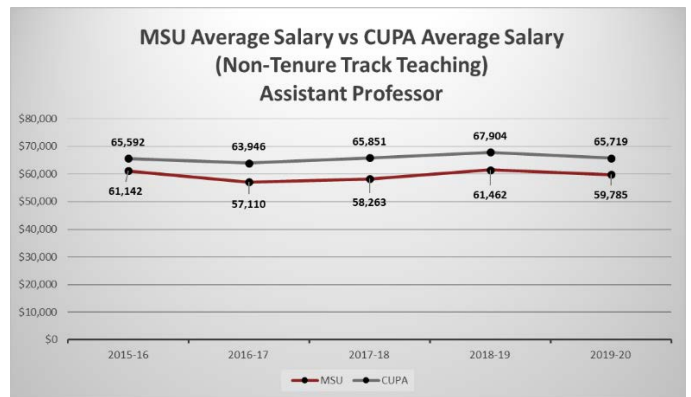
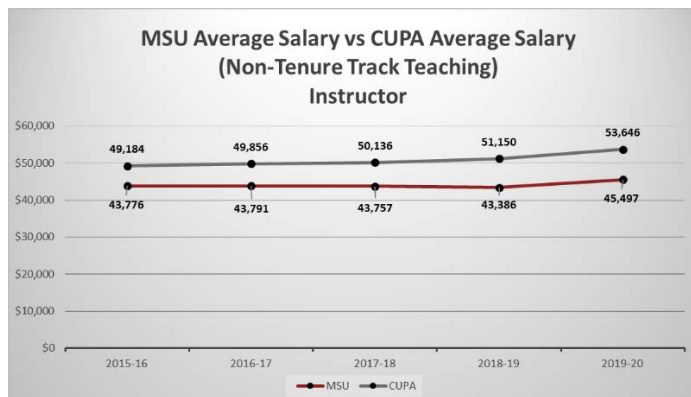


FIGURE 2 D



Ranked & Unranked Faculty Compared to CUPA Averages

FIGURE 3 A

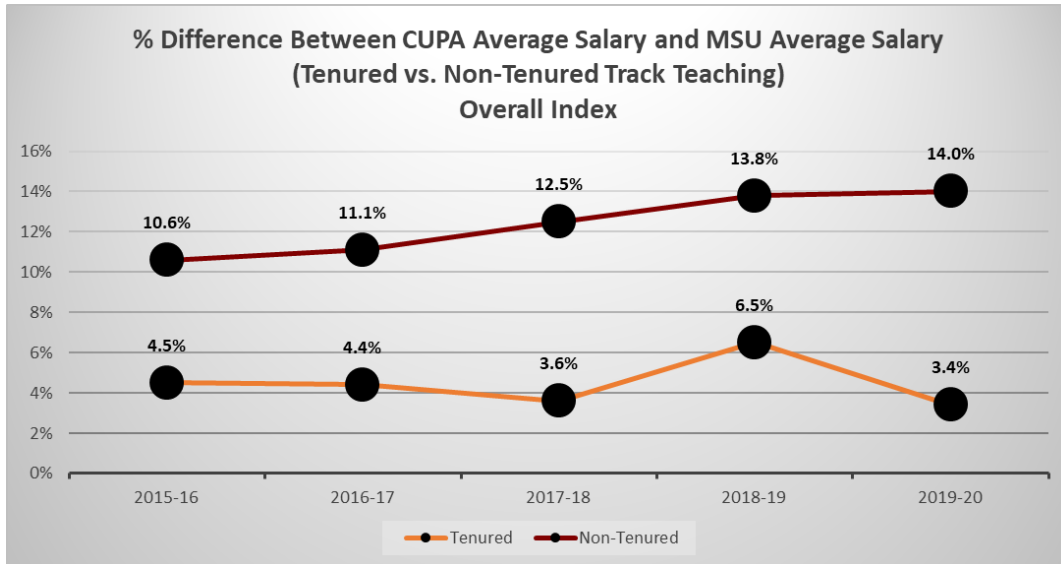


FIGURE 3 B

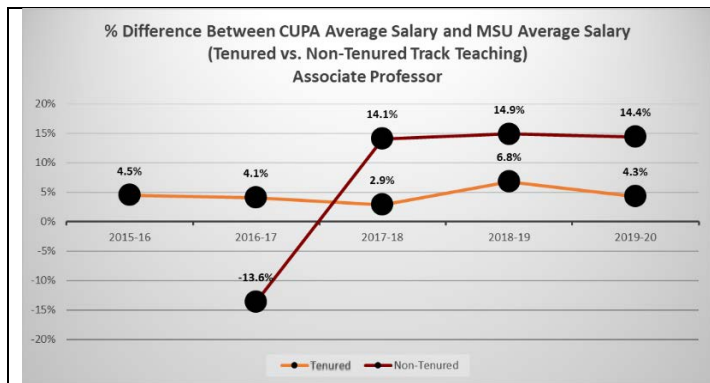
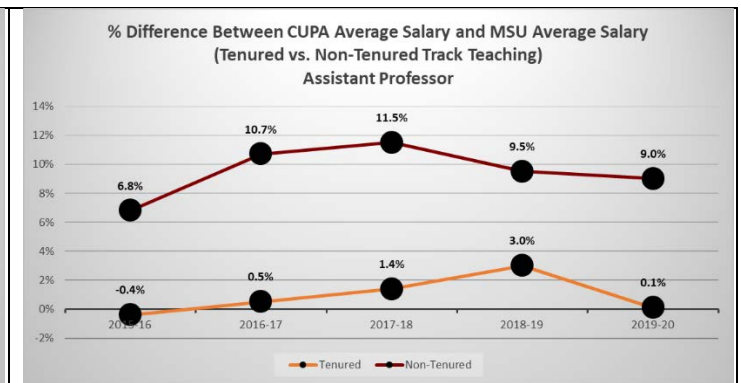
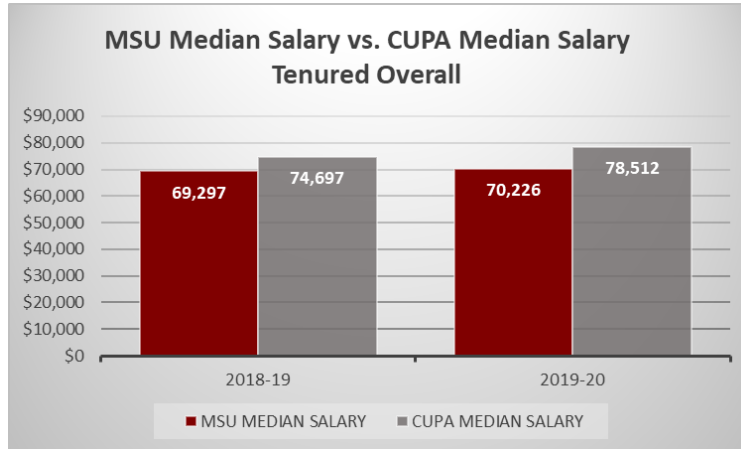


FIGURE 3 C



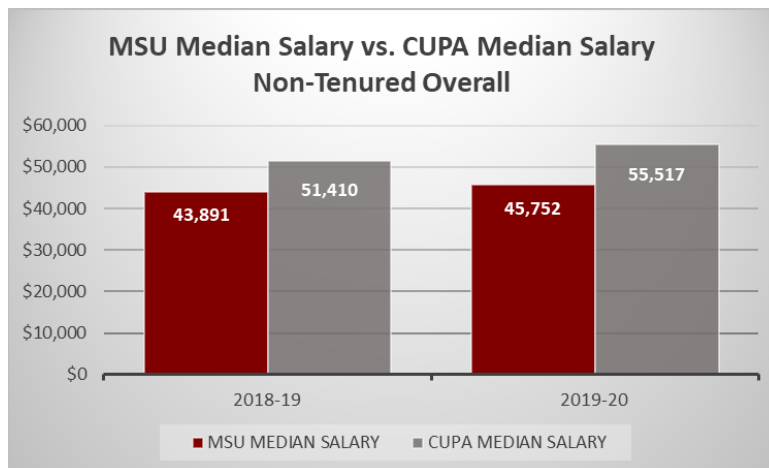
Median Salary Compared to CUPA Medians – Ranked Faculty
(Available Data Fall 2018 - Spring 2020)

FIGURE 4 A



Median Salary Compared to CUPA Medians – Unranked Faculty

FIGURE 4 B



**Ranked & Unranked Faculty
Compared to CUPA Averages & Medians (Last TWO years)**

Ranked Faculty

FIGURE 5 A

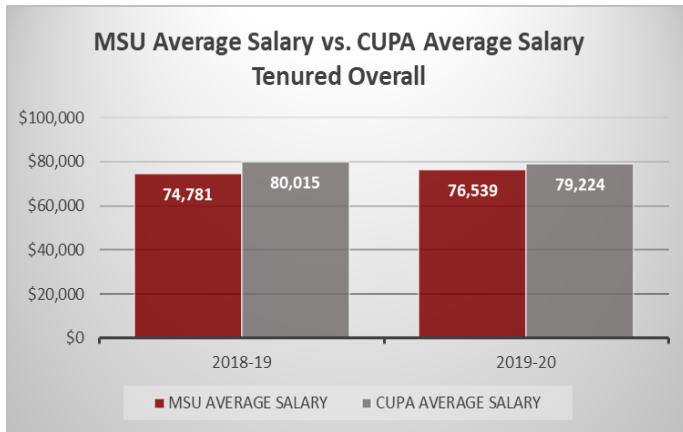
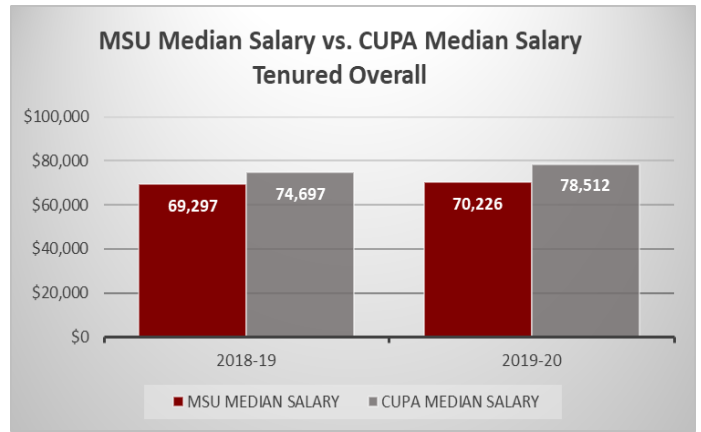


FIGURE 5 B



Unranked Faculty

FIGURE 5 C

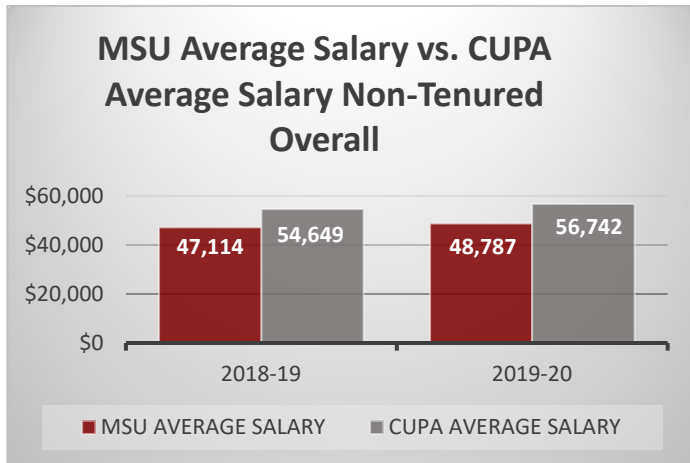


FIGURE 5 D

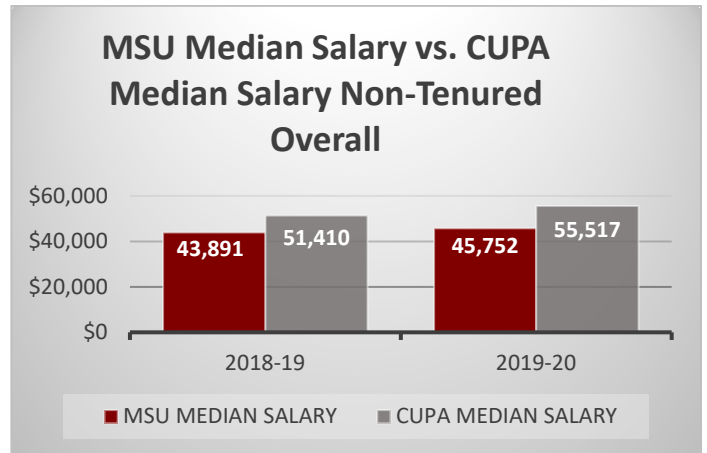


TABLE 1

	FOCUS GROUP SIZE	YEAR	MSU MEDIAN SALARY	CUPA MEDIAN SALARY	MSU MEDIAN. SALARY AS % OF CUPA MEDIAN. SALARY	MSU MEAN. SALARY AS % OF CUPA MEAN SALARY
TENURED AND TENURE TRACK OVERALL (ACROSS ALL RANKS)	600	2018-19	69,297	74,697	93%	94%
	599	2019-20	70,226	78,512	89%	97%
NON TENURE TRACK OVERALL (ACROSS ALL RANKS)	193	2018-19	43,891	51,410	85%	86%
	185	2019-20	45,752	55,517	82%	86%

FIGURE 6: Equity Adjustment by Colleges



Faculty Equity	Fiscal Year	COAL	COB	COE	CHHHS	CHPA	CNAS	COAG	LIBR	GRAD	GRAND TOTAL
	2016	12,000	13,795		28,200	27,221	5,000			5,104	91,320
	2017	18,763	6,500	25,851	32,220	12,066	5,725	2,000			103,125
	2018					10,000	9,000				19,000
	2019			10,000	24,985	2,000	24,000		500		61,485
	2020			10,000	73,529	9,000	17,500	8,000			118,029
GRAND TOTAL		30,763	20,295	45,851	158,934	60,287	61,225	10,000	500	5,104	392,959

Trends and Observations

- MSU average salaries for ranked and unranked faculty are below CUPA averages. The salary difference tends to be greater for unranked faculty than ranked faculty.
- MSU mean salaries for ranked faculty follow the CUPA trend across all academic years except 2019-20. In 2019-20, the CUPA mean salary (across all ranks) dropped by 1%, while MSU means salary (across all ranks) increased by 2.3%. This is probably driven by the increase in Professors' and Associate Professors' mean salaries during the same period. For the unranked faculty, the overall MSU means have followed the trend in overall CUPA means.
- The mean salary of MSU unranked faculty are steadily falling behind the CUPA means. During 2015-16 to 2019-20, this difference increased from 10.6% to 14%.
- For the ranked faculty, MSU's overall mean salary is 3.4% below the CUPA overall mean in the academic year 2019-20.
- Average salary data is available for new ranked Assistant Professors for the Fall of 2015 through the Spring of 2018. MSU average salaries were lower than CUPA averages for two of the three years.
- MSU median salaries for ranked and unranked faculty are below CUPA medians.

- The 5- year equity adjustment data indicates, highest faculty equity payments were made in the fiscal year 2020. During the last five fiscal years, the largest amount of equity payments were made in the CHHS followed by CHPA and CNAS.

Clarifications

- Average salary data was available for the previous five years (Fall 2015 – Spring 2020). In comparison, only partial Median salary data was available for the last TWO years (Fall 2018 – Spring 2020).
- Due to data unavailability, the dispersion or variability about the mean or median could not be analyzed. It would be interesting to look at the median and 25-75% quartile range.
- Assuming salaries are not normally distributed, the means may be influenced by a few extreme values or the different faculty ranks' varying sizes in the focus group.
- The equity data presented is for faculty (including administrators). Separate equity data was not available for administrators.
- The observations presented in this report are based on aggregate annual totals (mean salary, median salary, equity adjustment by the college). The lack of individual data points limits additional analysis.