

## Provost Report for Faculty Senate

For January 20, 2016

Submitted by Alison Morrison-Shetlar, Provost

- Good News
  - Academic Exchange SoCon Faculty Award – Dr. Hollye Moss will be recognized at the January 21<sup>st</sup> basketball game with a plaque from John Iamarino, Commissioner for SoCon. Please join us at the game to celebrate this recognition of Dr. Moss's excellence in teaching, scholarship and service to the University. For more information go to:  
[http://www.soconsports.com/SportSelect.dbml?DB\\_OEM\\_ID=4000&SPID=166808&SPSID=97251](http://www.soconsports.com/SportSelect.dbml?DB_OEM_ID=4000&SPID=166808&SPSID=97251)
  - External Funding: In the first half of the current fiscal year, WCU received \$3,691,894 in external awards. This is an 18% increase from the same period, last fiscal year.
  
- Next steps: Center for the Study of Free Enterprise. (Faculty Senate Leadership and Provost)
  - Development of an Implementation Advisory Board collaboration. Details will be provided at Faculty Senate by David McCord and Provost.
  
- Searches/New Hires in Academic Affairs
  - Chief Diversity Search - campus visits for three candidates are being scheduled for the last week of January/first week of February (Chaired by Shea Browning).
  - Graduate School and Research Dean - search committee has been formed and will schedule their first meeting before the end of January (Chaired by Richard Starnes).
  
- Policies
  - Family Leave Policy – Mary Ann Lochner has revised the policy and is being reviewed by Vicki Szabo and David McCord.
  - Policy 104 Governing External Gifts with Academic Implications – Mary Ann Lochner and David McCord are reviewing to update.
  - New Adverse Weather Policy (<http://thereporter.wcu.edu/2016/01/revised-policy-for-adverse-weather-emergency-events-takes-effect/>) (Cory Causby)
  
- New Initiatives
  - Kimmel School of Construction Management and Technology faculty and administration are working through the internal process to change the school to the College of Engineering and Technology, with three units: Kimmel School of Construction Management, School of Engineering Technology and the RAPID Center. As is in alignment with CFPA, Business, etc. current department heads will become directors. There will be no change in programs, curriculum, salaries or position descriptions. The name change expands and enhances WCU's economic development opportunities for western North Carolina to attract businesses and manufacturers to the region. This change from a school to a college increases recognition of the engineering

and technology degrees offered at WCU for current and potential students, alumni, as well as for faculty recruiting and retention. (Jeff Ray)

- The Task Force to Create an Office of National and International Awards, chaired by Brian Railsback, began meeting late last fall. The group, with wide representation from across campus, is comprised of 10 members and 10 consultants. The task force will finalize a document proposing an office on campus, directed by Brian Railsback, which will coordinate Western Carolina University's recruitment and mentorship of students who wish to pursue prestigious awards such as the Fulbright, Goldwater, and Truman. The Task Force proposal will include the office mission, scope, and budget. An interested donor from Highlands, has already provided funding to support office programming and student support. (Brian Railsback)

- Updates

- Salary Step 3 (Cory Causby)
  - Effective November 1, 2015 Step 3 of the University's strategic plan to address salaries was implemented. Specifically, the Step 3 adjustments took action to bring the salaries of all eligible University positions (permanent half time and above) to a minimum of 77.5% of their designated market rate. In addition, Step 3 provided a series of tiered adjustments designed to address salary compression. The tiered adjustments were distributed as follows:
    - Salaries below 77.5% of market – Increase to 77.5 % or 1%, whichever is greater
    - Salaries between 77.5%-87.4% of market – 1% adjustment
    - Salaries between 87.5%-92.4% of market – ½% adjustment

Below is a summary of how the Step 3 adjustments were distributed to WCU faculty:

- 337 faculty received an increase in salary (compared to 252 in Step 2)
- 74.4% of eligible WCU faculty received a Step 3 adjustment
- The average increase was \$1,149 (Step 2 average increase was \$570)
- The average percent increase was 1.9% (Step 2 average percent increase was .67%)
- Percentage increases ranged from .50% - 16.6%
- After Step 3 Adjustments:
  - 39% of WCU faculty are within 10% of market
  - 63% of WCU faculty are within 15% of market
  - 79.5% of WCU faculty are within 20% of market
- Total amount spent on faculty Step 3 adjustments (including fringes) = \$476,000 (all funding sources)
- 68% of Step 3 funding (\$321,715) allocated to faculty below 80% of market

A more detailed summary of the Step 3 adjustment process (to include a breakdown by college) will be posted to the Office of the Provost's intranet site in the near future.

- Gender Equity Salary Update (Cory Causby)
  - As many of you are aware, the University completed a comprehensive Gender Equity Study in 2014. That study utilized faculty salary data as of March 2012. The results of the study showed that female faculty salaries were roughly 87% of their male counterparts at the university. Since that time, three phases of the university's plan to enhance salaries have been implemented to include the establishment of a minimum salary threshold of 77.5% of designated market rates.

Additionally, the provost and deans have worked strategically to allocate funding to address specific equity issues/concerns as resources have become available. After Step 3 salary plan implementation a comparison of faculty salaries by gender shows the following (note that these are strictly salary comparisons and do not represent a full equity study):

- The average (mean) salary for all faculty at the Assistant, Associate, and Full Professor rank is \$72,115 (Male: \$75,951; Female: \$67,933). On average, female faculty at the Assistant Professor and above rank make 90% of male faculty.
- At the Assistant Professor rank, average male salaries are \$62,942 and average female salaries are \$59,754. Females make on average 95% of what males make at the Assistant Professor rank.
- At the Associate Professor rank average male salaries are \$73,487 and average female salaries are \$70,124. Females make on average 95% of what males make at the Associate Professor rank.
- At the Professor rank, average male salaries are \$96,969 and average female salaries are \$89,973. Females make on average 93% of what males make at the Professor rank.

More detailed information, to include a comparison by College will be made available on the Provost's intranet site.

- Priority Registration (Lowell Davis and Leroy Kaufman)
  - The Task Force on Priority Registration will meet in the next few weeks to review the fall registration process and make recommendations to the provost, Provost Council and Faculty Senate. Actual numbers for student registration will be shared at the Faculty Senate meeting.
- Career and Professional Development Center (Carol Burton)
  - There has been a 67% increase in the number of student appointments seen by CCPD staff from September 2015 to November 2015. Our staff saw a total of 360 one-on-one student appointments or drop-ins in the last four months. The CCPD staff has presented to 1,235 students in class or group presentations over the Fall 2015 semester. The CCPD staff has worked with 25 staff and faculty members from across the university to offer workshops and has presented at or been invited to several departmental meetings including; the Accounting Ice Cream Social, the COB AACSB accreditation meeting, Coulter Faculty Commons potluck, Hospitality & Tourism Conference, the COB AOL Faculty Workshop: Internships & Co-ops, CEAP Leadership Council meeting, Board of Trustees: Academic Affairs Council meeting, Executive Council. Even without an Associate Director of Employer Engagement the CCPD staff has conducted outreach to 57 regional employers through face-to-face meetings or phone calls. We had 111 employers in attendance at our Health & Human Sciences Career Fair and our two-day Fall Career and Graduate School Fair. We also had 22 employers on-campus for recruitment activities including; on-campus interviewing, tabling events, information sessions and informal networking with students. We had 781 jobs posted to the JobCat 2.0 system during the Fall 2015 semester. As of the end of November 2015 WCU had 686 students paid on the Bi-weekly payroll for student employment.