



UNIVERSITY OF
ARKANSAS

FACULTY SENATE

Financial Advisory Committee

2011 Report

Financial Advisory Committee

Responsible for soliciting from the faculty and communicating to the campus administration, ideas and suggestions identifying areas of potential cost saving, and in cooperation with the campus administration, for recommendations leading to the establishment of budgeting priorities for the campus.

Membership consists of a chairperson who shall be a member of the faculty elected from the committee members, one faculty representative from each of the colleges and schools, and one representative from the Chancellor's staff. Members of the Financial Advisory Committee shall be nominated by the Committee on Committees and be appointed by the Chair of the Campus Faculty. Members were appointed initially for either two- or three-year terms. New members shall be appointed to five-year terms.

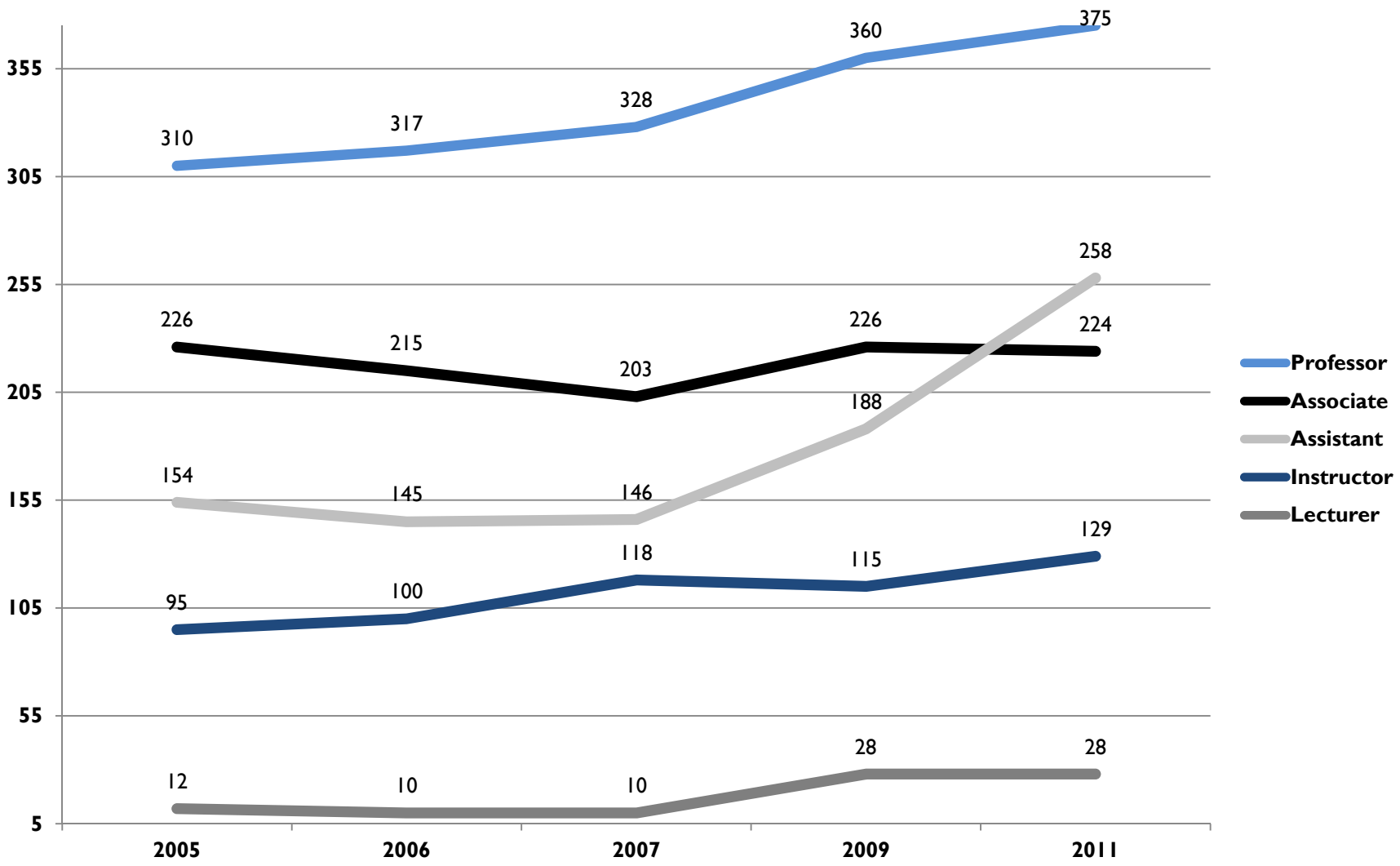
Committee Members

Ethel Goodstein-Murphree	ARCH	ARCH	2009-14
Robert Brady	COMM	ARSC	2009-14
Michael Thomsen	AEAB	AFLS	2007-12
Sharon Hunt	HKRD	EDHP	2007-12
Phillip Norvell	LAW	LAW	2007-12
Tom Jensen	MKTG	WCOB	2008-13
Bill Springer	MEEG	ENGR	2008-13
Nick Anthony	POSC	GRAD	2007-12
Kath Van Laningham	Chancellor's Office	ADMN	

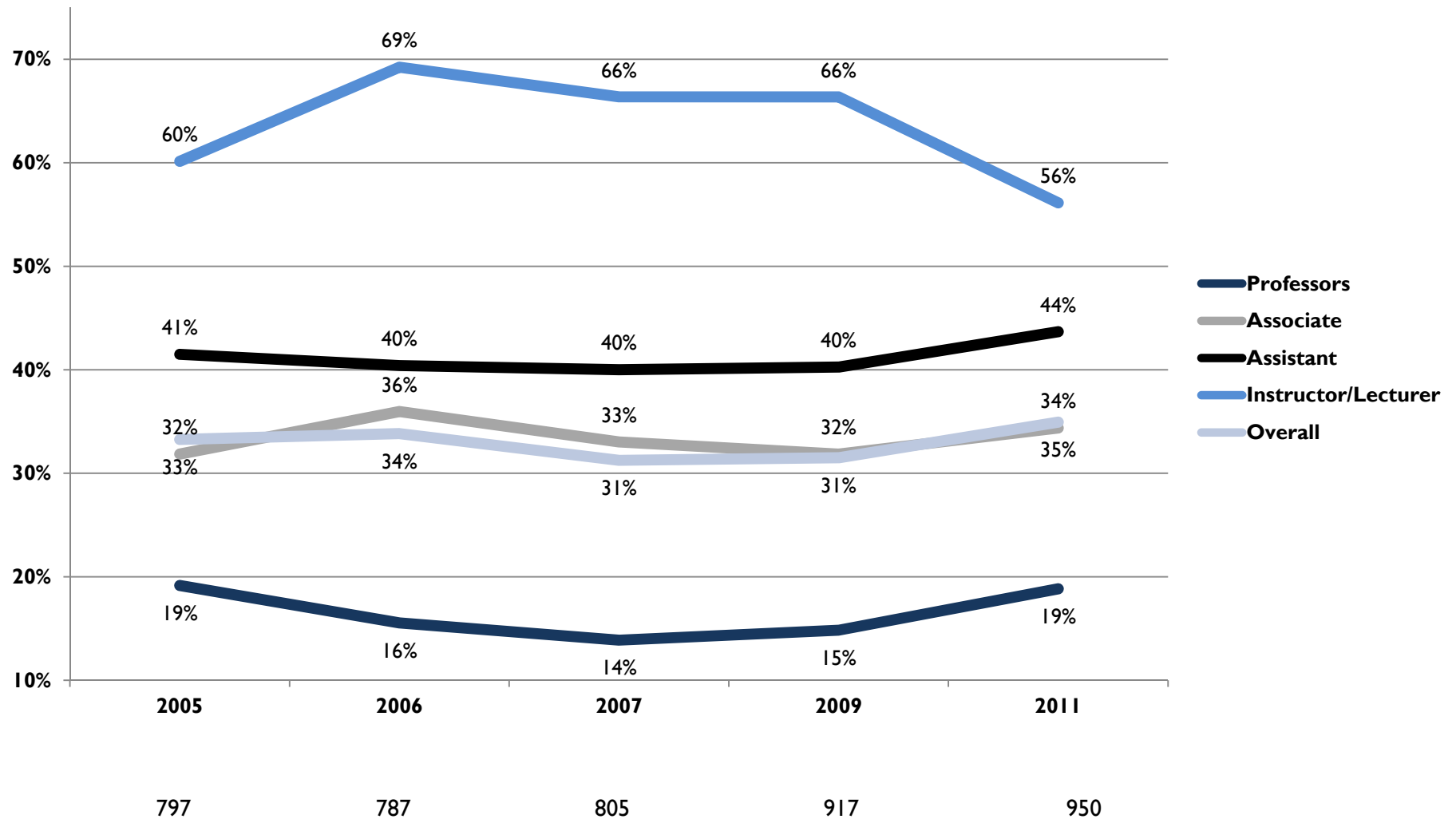
Caveats

1. Unless stated otherwise, the data in this report comes from the university's budget books (available in the library).
2. The report focuses on “instructional faculty” having the ranks of professor, associate professor, assistant professor, instructor, and lecturer.
3. Individuals in administrative positions are not included in the results. The administrative positions were defined as those higher “up” in administration than department chairs/heads. Department chairs/heads were included at their academic rank.
4. Those in the libraries are not included in the analyses unless reported separately as a category.

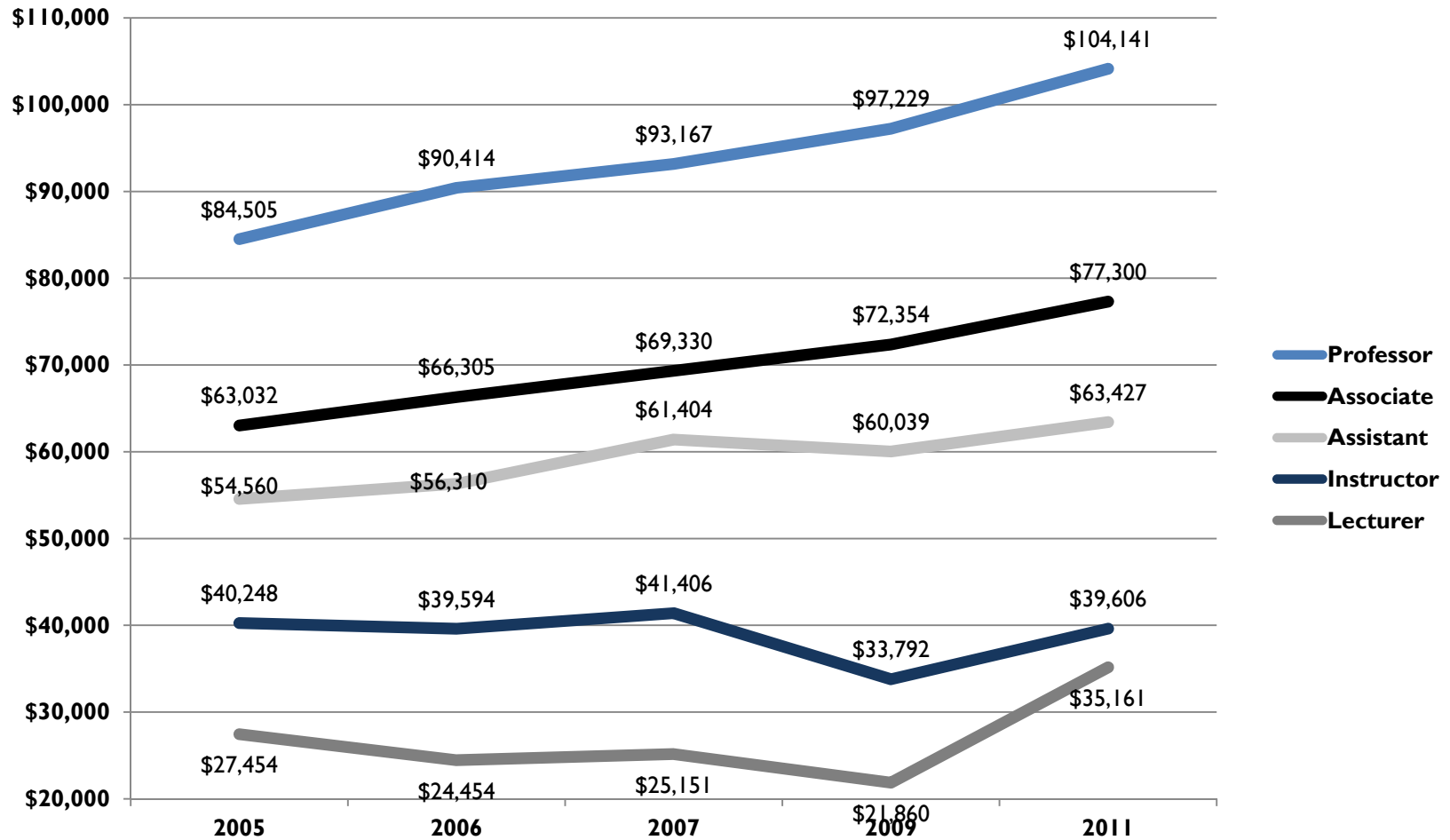
FY05-11 U of A Faculty Count by Rank



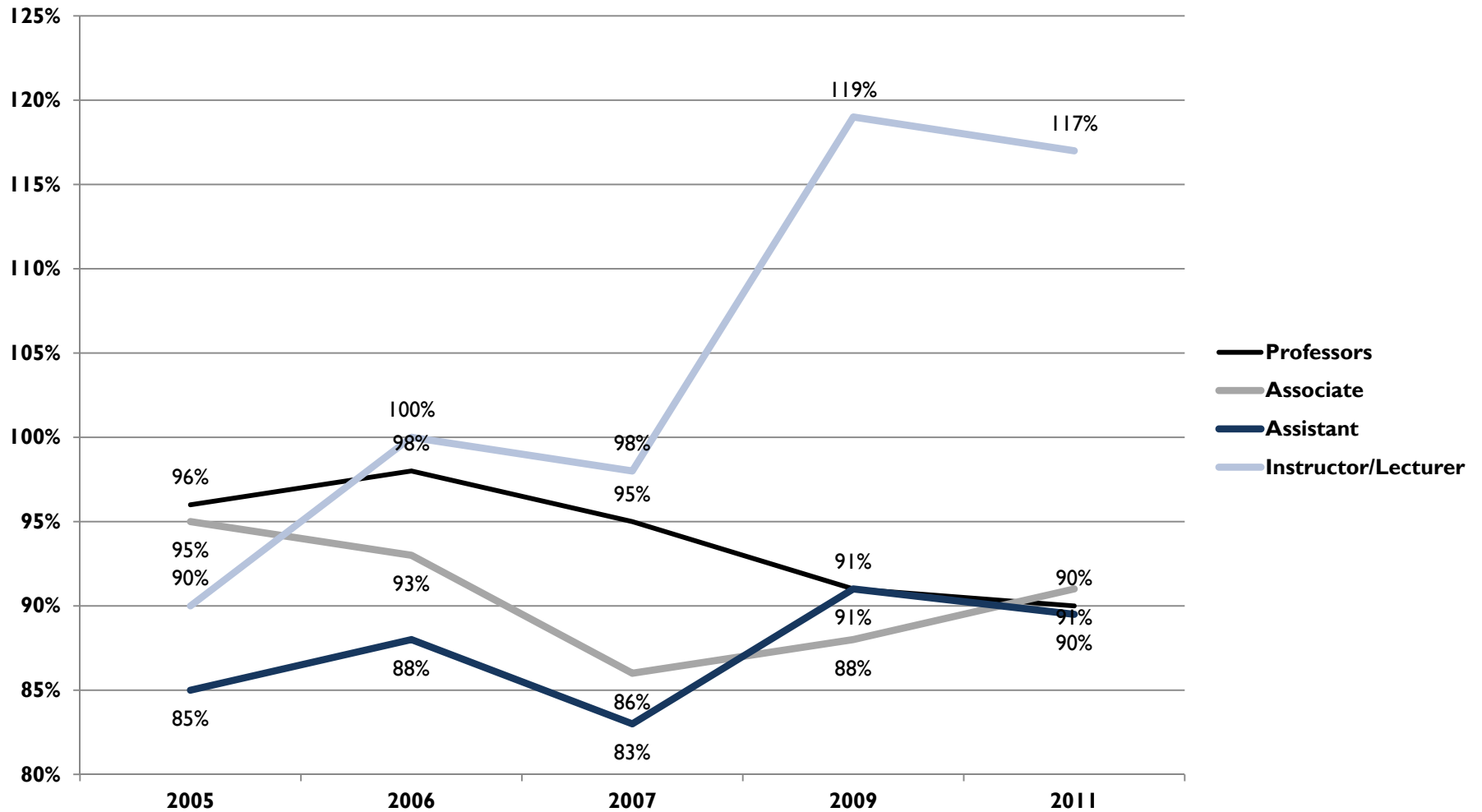
FY05-11 Full-Time Faculty % Female by Rank



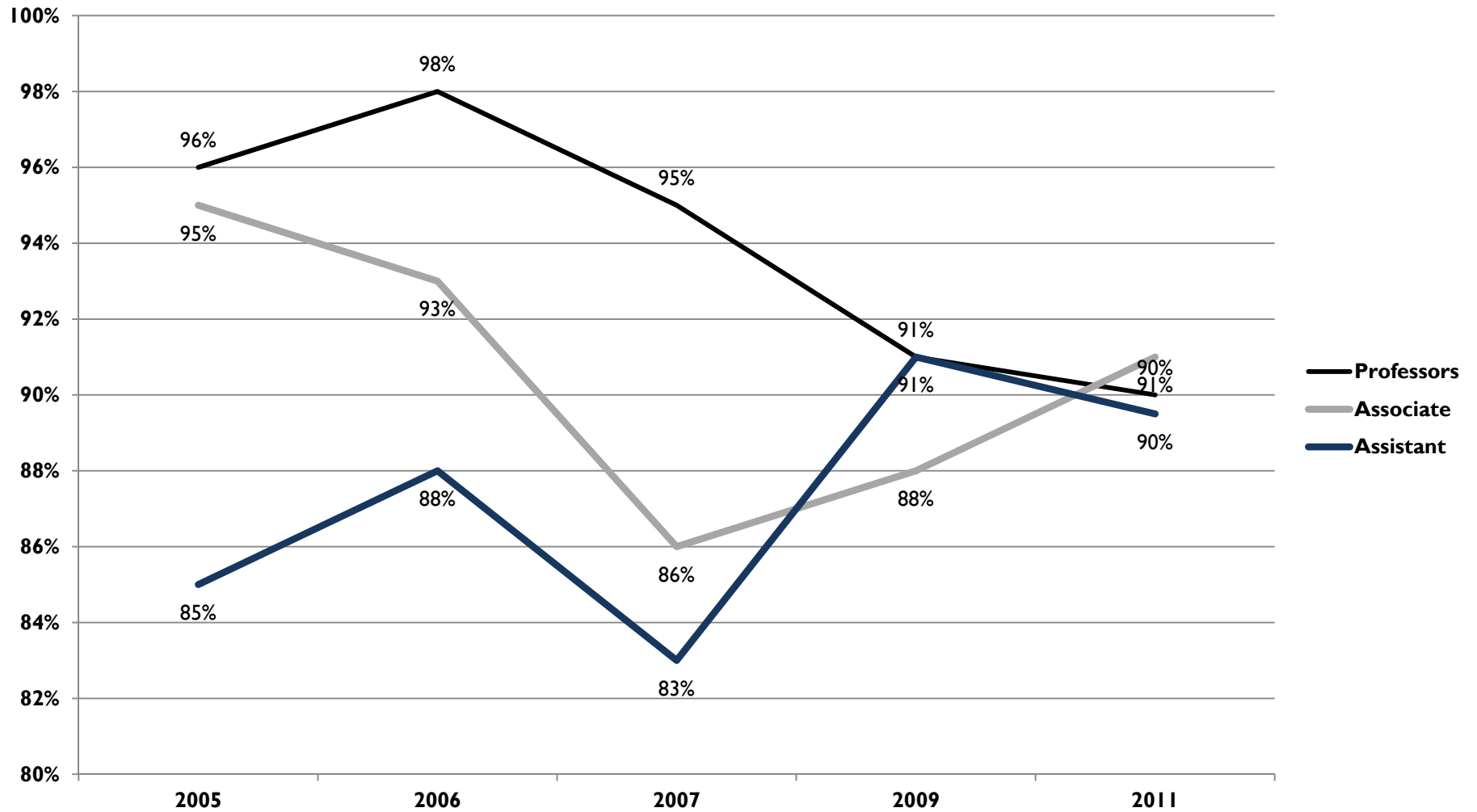
FY05-11 U of A_{avg} Faculty Salaries by Rank



U of A_{avg} Faculty Salaries Female as % Male



U of A_{avg} Faculty Salaries Female as % Male



Faculty Salaries – Regional Benchmarking

U of A_{avg}/SUG_{avg} 1000's \$

	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11
Professor	81/91	82/93	85/98	90/102	93/108	98/113	102/116	101/117	104/119
	89%	88%	87%	89%	86%	87%	88%	86%	87%
Associate	61/64	61/65	63/68	66/71	69/74	72/78	73/80	73/80	73/81
	95%	94%	93%	94%	93%	92%	92%	91%	90%
Assistant	53/55	53/56	55/59	57/62	62/65	65/67	68/69	69/70	70/71
	96%	95%	93%	92%	96%	96%	98%	98%	98%
Instructor	39/37	39/38	41/39	43/40	42/42	42/44	40/45	41/47	43/46
	106%	103%	104%	106%	100%	95%	89%	87%	92%
Lecturer	37/NA	36/NA	41/NA	39/NA	41/NA	42/NA	43/NA	46/NA	46/NA

U of A_{avg} Faculty Salaries by Rank and College \$-FY11

	N	Professor	N	Associate	N	Assistant	N	Instructor/Lecturer
AFLS	64	108,688	44	88,193	20	71,094	4	52,393
ARCH	6	83,043	8	64,354	8	51,120	-	-
ARSC	119	86,411	93	68,036	102	53,509	7	39,473
EDUC	27	100,315	24	65,682	29	56,054	14	53,613
ENGR	40	119,853	24	79,086	34	75,743	6	42,286
LAW	14	142,091	4	101,524	16	77,703	-	-
WCOB	23	150,891	17	114,062	14	110,163	29	30,251
ALL IF	293	104,141	214	77,300	223	63,427	60	39,458
LIBRARY	9	73,781	12	56,756	8	47,069	-	-

U of A_{avg} Administrator Salaries & % Raises

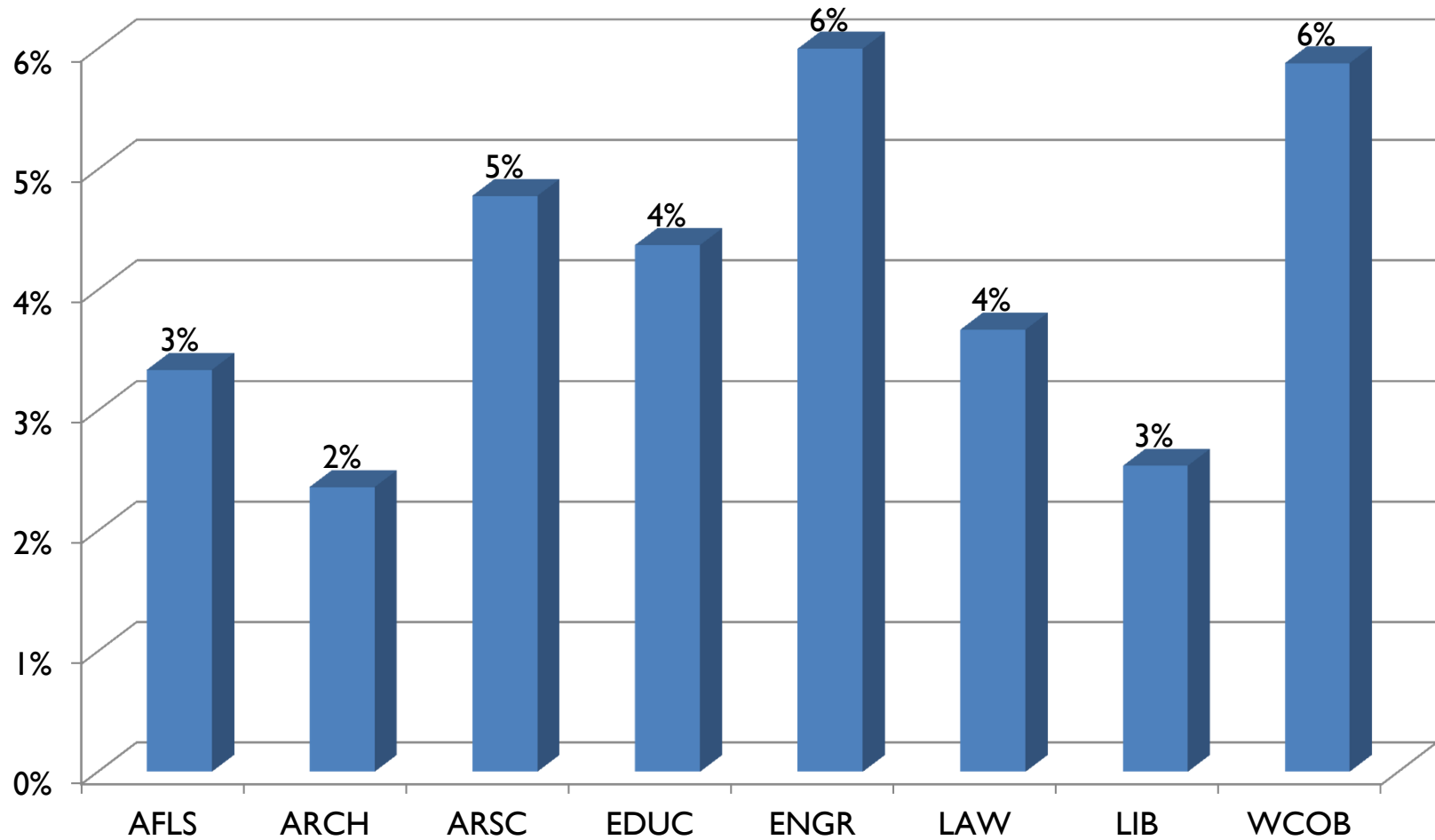
	FY2011	FY2010	FY09	FY07
Category 1	251,492 (4.8%)	239,876 (16.5%)	205,872 (6.3%)	193,680
Category 2	145,673 (3.6%)	140,658 (22.3%)	115,038 (7.2%)	107,272
Category 3	224,563 (3.2%)	217,575 (6.0%)	205,221 (6.0%)	193,683

Category 1: President, Chancellor, Provost, Vice Chancellors, and Vice Provost

Category 2: Associate Vice Chancellors and Associate Vice-Provost

Category 3: Deans

Salary Increases by College – FY09-11



FY11 Summary

▶ Number of Faculty

- ▶ Number of faculty has increased 27% since 2005, a gain of 217 instructional faculty.
- ▶ Professors represent 34% of the faculty. Have added 65 more professors since 2005.
- ▶ 39% Increase in number of instructors/lecturers since 2005.

▶ Faculty Salaries

- ▶ Faculty salaries have increased since 2005: Professors (23%), Associates(23%), Assistants (16%),
- ▶ Faculty salaries remain below the SUG (Southern University Group) and inversely by rank.
- ▶ Faculty salaries for tenured ranks remain -10%+ relative to the SUG have since 2005.

▶ Female Faculty

- ▶ Percent of faculty that are female is inversely related to rank (i.e., lower percent from instructors/lecturers to assistant professors to associate professors to professors).
- ▶ Female salaries lag their male counterparts by about 10% for the tenured and tenure-track positions. Female salaries are 17% above their male counterparts for instructors and lecturers.
- ▶ Female faculty salaries as a percent of males has declined for associate professors and professors since 2005. Female faculty relative salaries have increased for assistant professors but are still 10% behind their male counterparts.