

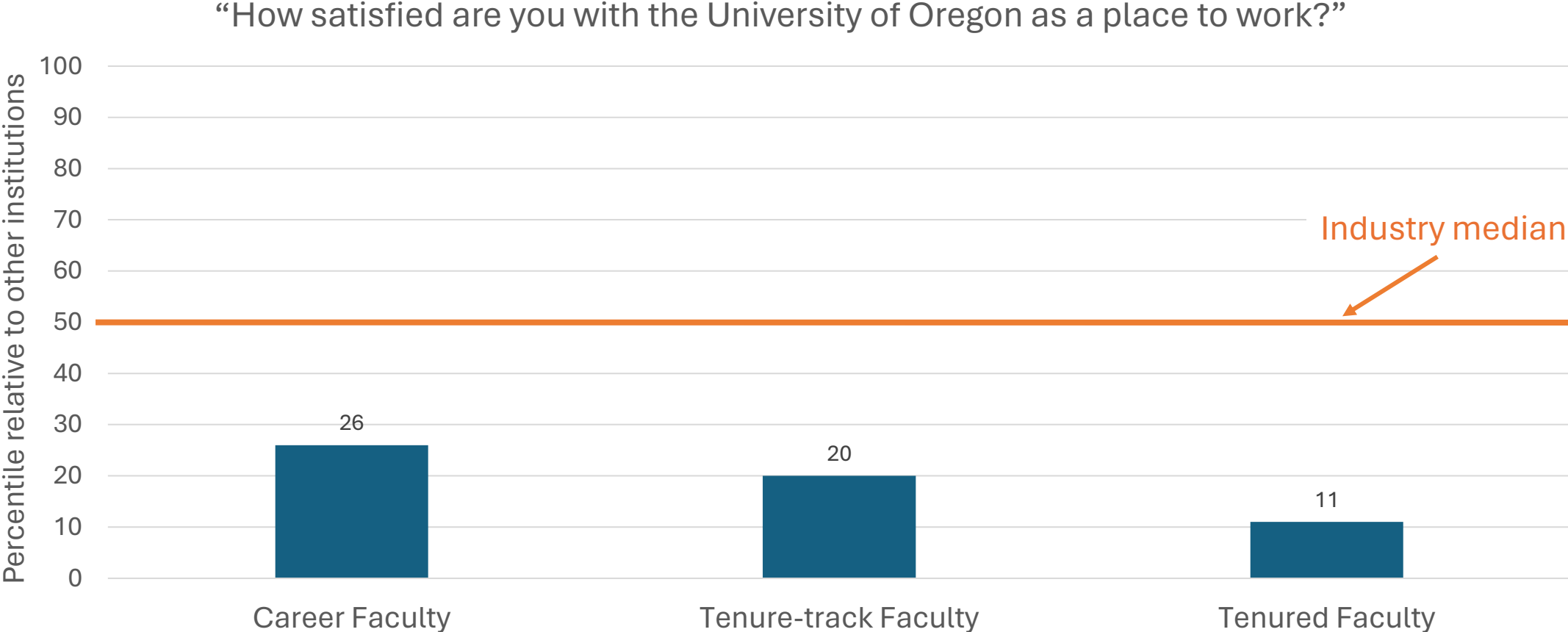
Faculty Salaries and Meeting the External Market: United Academics' Proposal

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Presentation to University Senate, March 13, 2024

We have interrelated morale,
recruitment, and retention
challenges

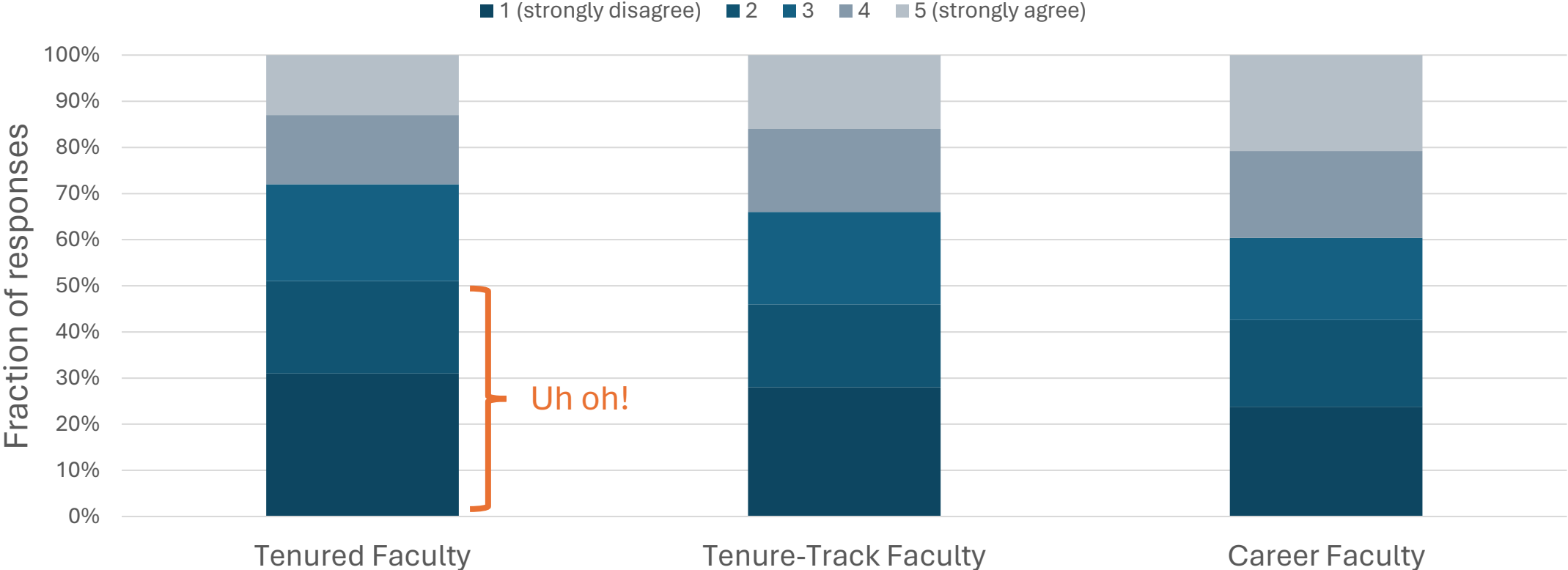
Relative to other higher education institutions, faculty morale is below the median



Source: IDEAL Climate Survey, Gallup

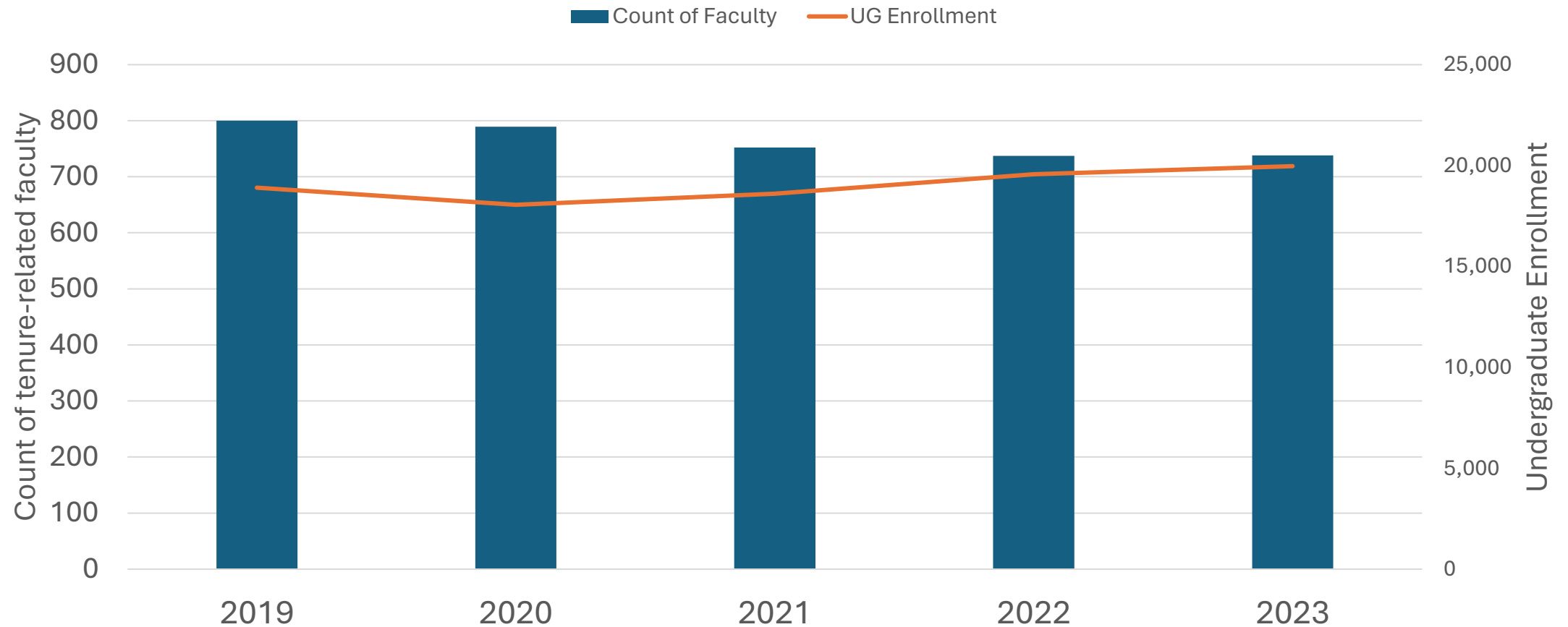
Thoughts about leaving are common

“I rarely think seriously about leaving UO to work somewhere else.”



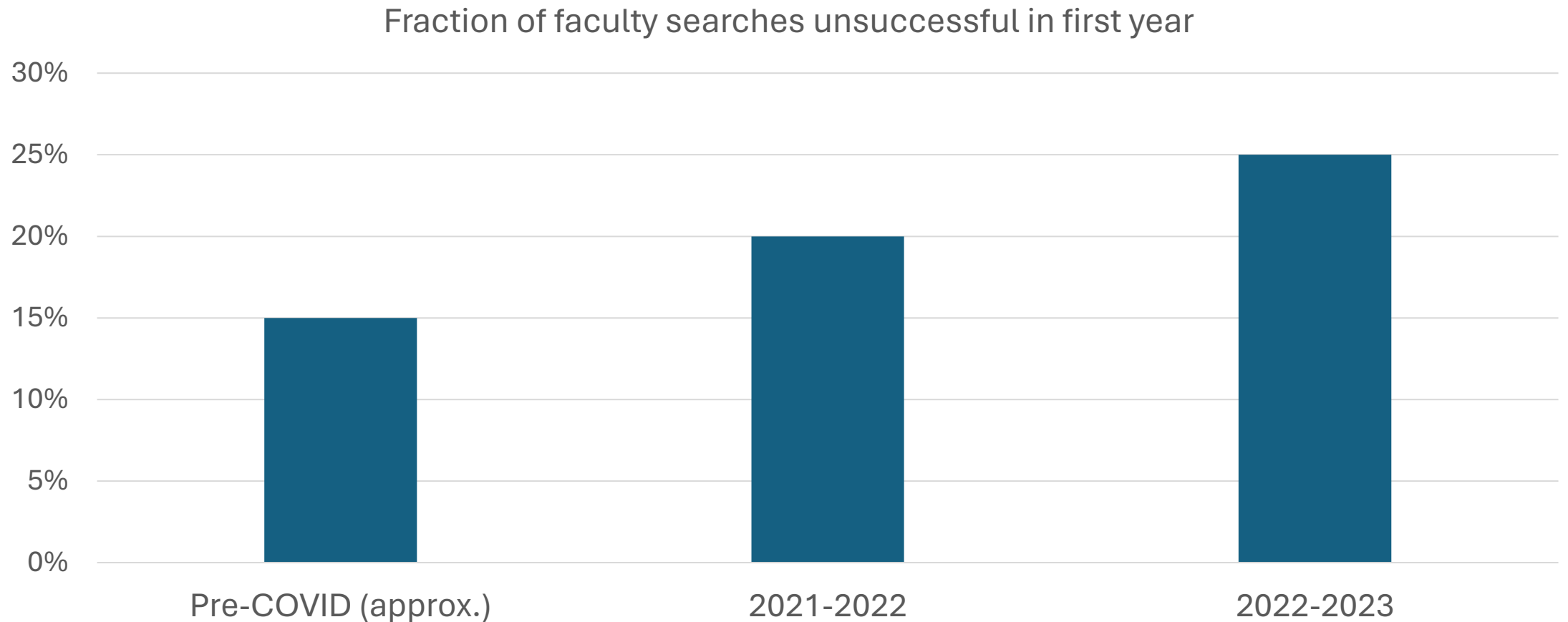
Source: IDEAL Climate Survey, Gallup

UO has been losing tenure-related faculty even as undergraduate enrollment has increased



Source: UO Institutional Research

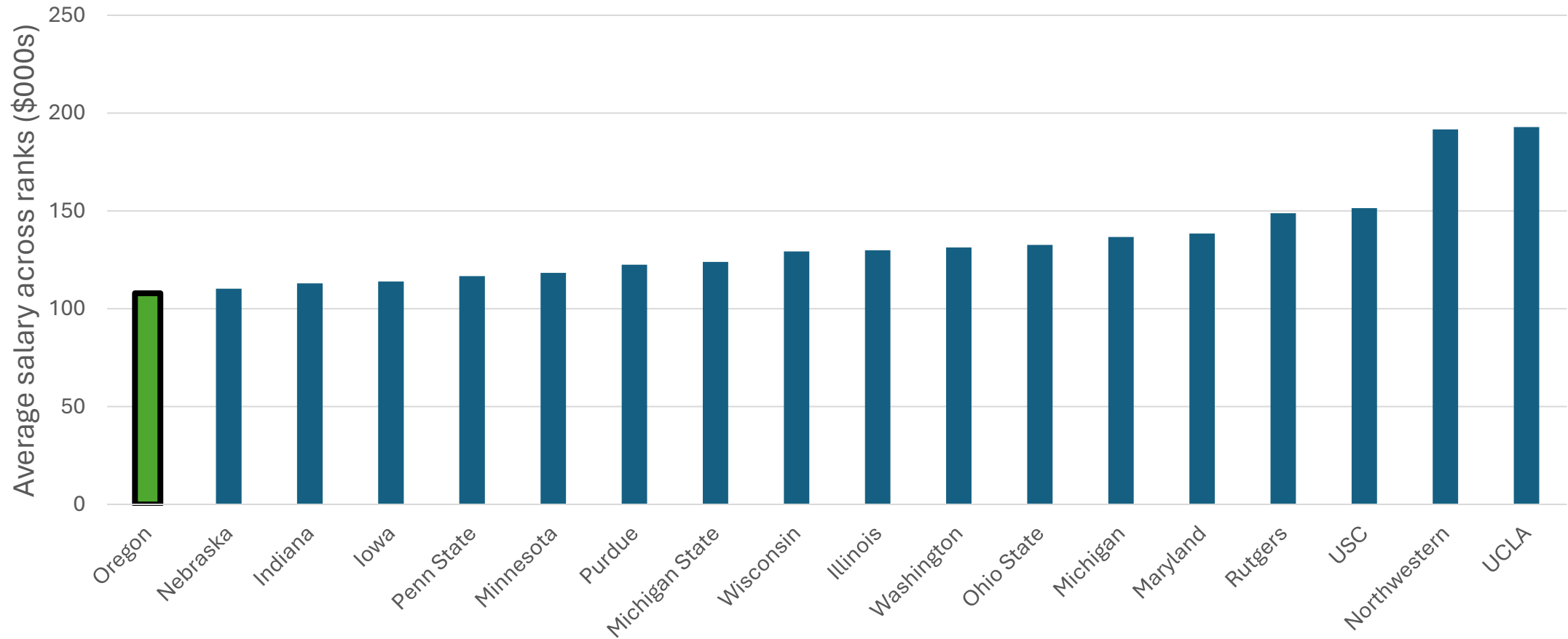
Our tenure-related searches have been failing at an increasing rate post-COVID



Source: UO Institutional Hiring Plans. "Pre-COVID" refers to the average of 2017-2020.

There are many potential causes for this situation, but we cannot ignore our low salaries

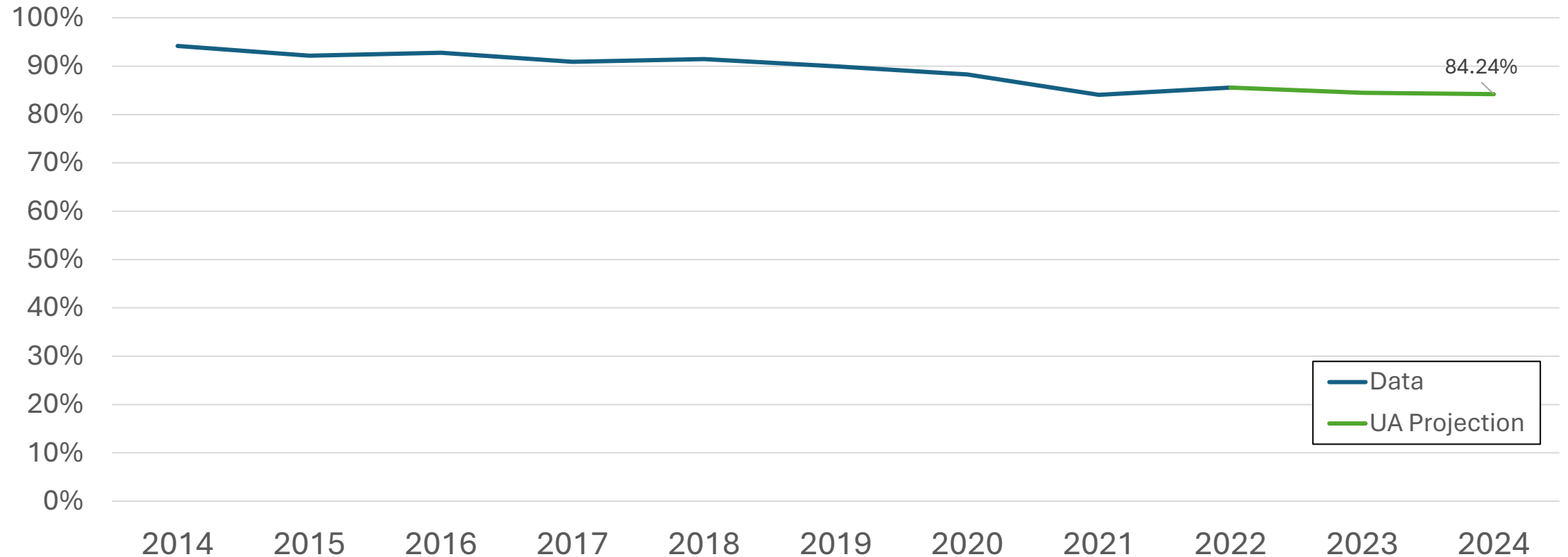
For example: UO salaries are at the **bottom** of the Big 10



Source: American Association of University Professors Faculty Compensation Survey for 2022-2023.

The gap between UO faculty and our AAU public peers is widening

Average UO salaries as a fraction of average AAU public salaries



Source: UO Institutional Research Salary Comparison data. UA Projection formed using contractual raises and average AAU-Public growth rate.

The market is speaking:
“Salaries are too low!”

UA's proposal brings salaries up to the **average of our peers**

Arguably, they should be “a bit” higher than average to be “competitive”, but let's start there and see how it goes.

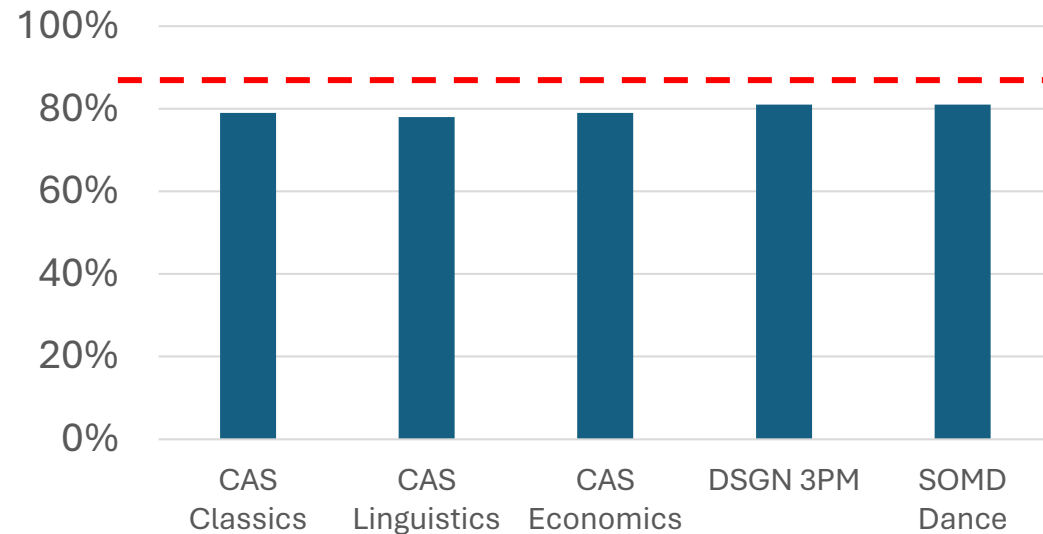
Closing the gap in three years
requires investments of 9.4%
each year

Calculation (and proposal) assumes 3.3% annual growth rate in AAU Public salaries based on average growth over past decade

We allocate some of those resources toward merit and fixing some long-standing equity issues

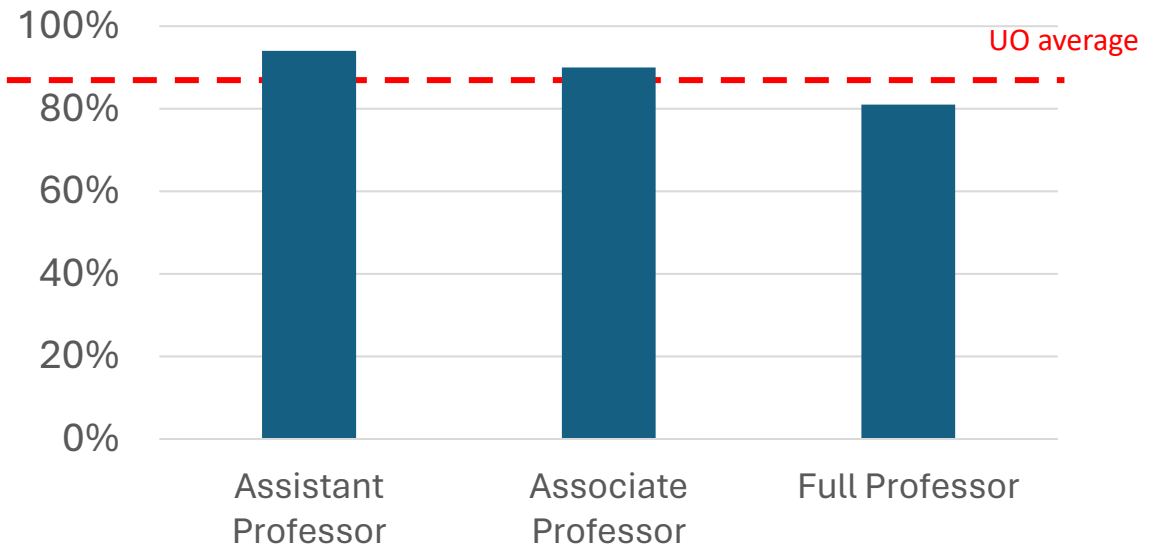
Department-level inequities

Average UO salaries as a fraction of average AAU public salaries, selected departments, 2022-2023



Rank-level inequities

Average UO salaries as a fraction of average AAU public salaries, by rank, 2022-2023, CAS Humanities



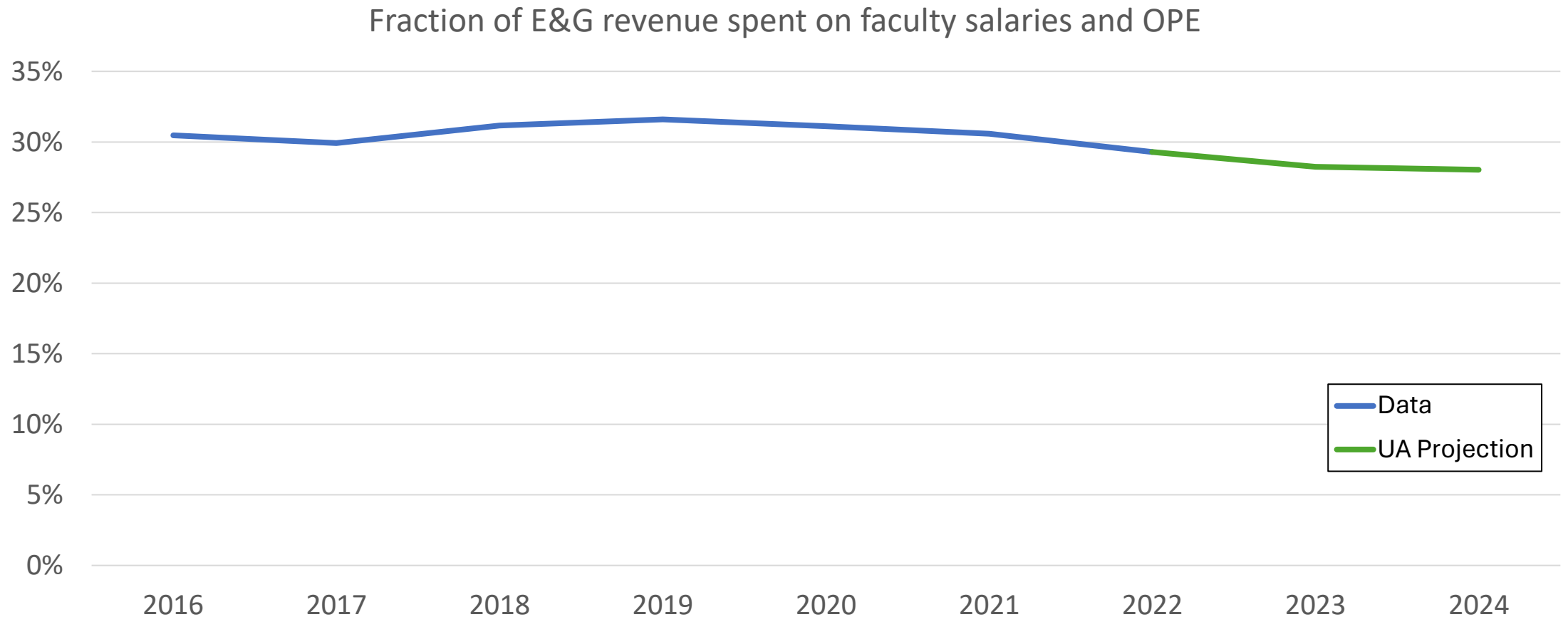
This proposal increases faculty costs by approx. \$57.6 million by the end of the contract

Year	2024	2025	2026	2027
Wage bill	\$122.5	\$134.1	\$146.7	\$160.5
OPE	\$63.6	\$69.6	\$76.1	\$83.7
Total	\$186.2	\$203.7	\$222.8	\$243.7
Increase from 2024		\$17.5	\$36.6	\$57.6

Notes: All dollars are millions. Years are fiscal years. Assumes constant number of Tenure-related and Career faculty. Assumes OPE rate of 51.9%. FY 2024 costs are approximate and calculated from UO's 2022-2023 AAUDE submission using contractual raises.

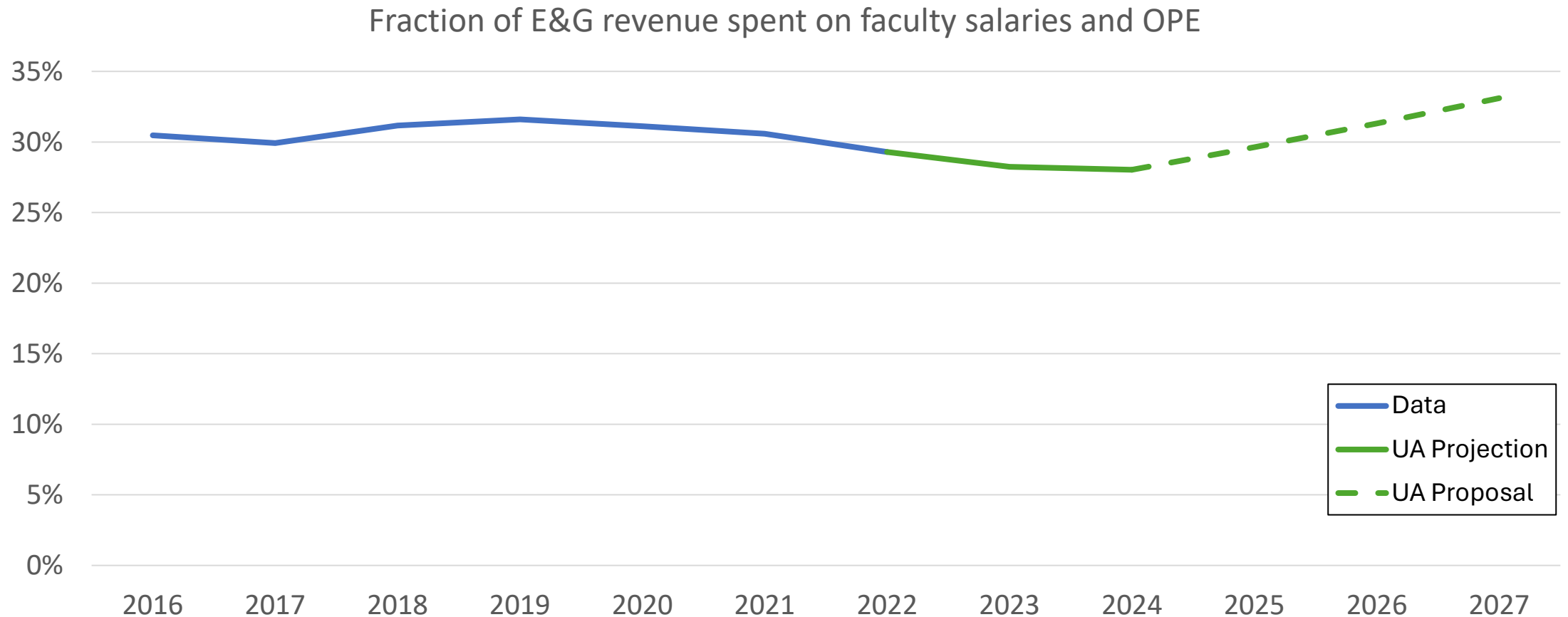
Can the university
afford this proposal?

Historically, UO spent >30% of E&G revenue on faculty compensation, but that has declined in recent years



Notes: E&G revenue from University projections for 2023. For 2024, assumes 3.30% growth rate (average increase from 2016-2023). Faculty compensation bill includes contractual raises and assumes constant FTE starting from 2022-2023 AAUDE submission.

Our proposal would result in reasonable costs



Notes: E&G revenue assumes 3.30% growth rate from 2024 onwards (average increase from 2016-2023).

Faculty compensation bill includes contractual raises and assumes constant FTE starting from 2022-2023 AAUDE submission.

Summary: United Academics' salary proposal

- We are asking to be paid the **average of our peers**
- We can get there with investments of **9.4% in each of the next three years**
- We allocate some resources to a **merit pool** and some to work toward **fixing long-standing internal and external equity issues**
- The University can afford this proposal **without breaking the bank**