



Economic Benefits Committee

# Summary Report to Faculty Senate

Academic Year 2018 – 2019

April 2019

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Ed Rehkopf, Chair  
Pott College of Science, Engineering  
and Education

Handwritten signature of Kathy Peak in black ink.

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Kathy Peak  
College of Nursing and Health Professions

Handwritten signature of Jinsuk Yang in black ink.

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Jinsuk Yang  
Romain College of Business

Handwritten signature of Oana Armeanu in black ink.

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Oana Armeanu  
College of Liberal Arts

Handwritten signature of Uditha Wijesuriya in black ink.

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Uditha Wijesuriya  
Pott College of Science, Engineering  
and Education

Handwritten signature of Dawn Worman in black ink.

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Dawn Worman  
College of Nursing and Health Professions

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Brett Buelter  
Romain College of Business

Handwritten signature of Chad Gonnerman in black ink.

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Chad Gonnerman  
College of Liberal Arts

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Andrew Lenhardt  
Human Resources

## Members

The Economic Benefit Committee members and their terms are:

<b>Economic Benefits Committee</b>			
<b>Representing</b>	<b>Name</b>	<b>Term</b>	
<b>Chair</b>	<b>Dr. Ed Rehkopf</b>	<b>18-20</b>	
Business	Dr. Jinsuk Yang	2017-2019	
Business	Dr. Brett Bueltel	2018-2020	
Liberal Arts	Dr. Oana Armeanu	2017-2019	
Liberal Arts	Dr. Chad Gonnerman	2018-2020	
Pott College	Dr. Edward Rehkopf	2018-2020	
Pott College	Dr. Uditha Wijesuriya	2017-2019	
CNHP	Ms. Kathy Peak	2017-2019	
CNHP	Dr. Dawn Worman	2018-2020	
CNHP	Dr. Marilyn Ostendorf	2017-2019	<b>Alternate</b>
Human Resources	Mr. Andrew Lenhardt	Ex Officio	

## Charges

The Economic Benefits Committee was given 3 charges this academic year.

- 1) Standing Charge: Report on Faculty Salary and Benefits
- 2) Long-Term Health Care
- 3) Guideline document for EBC

## Summary

The Economic Benefit Committee has completed and submitted reports for the first two charges. The third charge is still an active project and the EBC plans to complete it during the 2019-2020 academic year.



Economic Benefits Committee

# Report to Faculty Senate

Academic Year 2018 – 2019

March 2019

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Pott College of Science, Engineering  
and Education

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College of Liberal Arts

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Andrew Lenhardt  
Human Resources

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## Standing Charge

1. To make a continuing study of the faculty salary and benefits patterns in American universities and relate these data to the university.
2. To review the structure of the faculty salary and benefit recommendations for the previous year and to recommend the ranges of increments for the following years.

## Discussion

The Economic Benefits Committee (EBC) examined the faculty salaries at each rank and compared the salaries with the following peer institutions.

- Indiana University, South Bend – South Bend, IN
- Indiana University, Southeast – New Albany, IN
- Indiana University-Purdue University, Fort Wayne – Ft. Wayne, IN
- Purdue North Central – Westville, IN (Did not participate in the 2017-2018 survey)
- Ball State University – Muncie, IN
- Morehead State University – Morehead, KY
- Murray State University – Murray, KY
- Western Kentucky University – Bowling Green, KY
- Northern Kentucky University – Highland Heights, KY
- Eastern Illinois University – Charleston, IL (Did not participate in the 2017-2018 survey)
- Southern Illinois University, Edwardsville – Edwardsville, IL
- University of Tennessee at Chattanooga – Chattanooga, TN
- University of Tennessee, Martin – Martin, TN
- Southeast Missouri State University – Cape Girardeau, MO
- University of Central Missouri – Warrensburg, MO (Did not participate in the 2017-2018 survey)

According to the last report done by the Economic Benefits Committee (April 2016), criteria used in the selection of the peer institutions are classification as a Masters Institution used in the American Association of University Professors (AAUP) salary data (with the exception of Ball State University), state funding, and the cost of living index for the housing city. The list includes universities selected as USI's peers in the productivity report prepared for the Indiana Commission for Higher Education by the National Center for Higher Education Management Systems (NCHEMS) in 2010.

The EBC has collected new, and verified past, AAUP salary data by rank for the academic years 2005-2006 to 2017-2018 directly from the AAUP website:( <https://www.aaup.org/our-work/research/annual-report-economic-status-profession> ). This data is free of charge and is accessible to the public. The AAUP does not release current data on faculty salaries until the end of March/beginning of April, which puts this charge at risk of not reporting data current for the academic year in which the report is published. Thus, the EBC reviewed and addressed the standing charge using the most current data available at the time of the report.

Collected data are summarized and presented in the attached tables and graphs at the end of the report. The included reports are:

- Figure 1 – AAUP data sheet which contains all of the salary data for peer institutions and USI and compares USI to the mean and median of peer institutions.
- Figure 2 – Ranking sheet which shows the ranking of USI among the peers with graphs
- Figure 3 – Compression sheet which shows the ratios of Professor:Associate and Associate:Assistant for USI and peer institutions ranked by compression level from high-to-low
- Figure 4 – Compression sheet which shows the ratios of Professor:Associate and Associate:Assistant for USI and peer institutions ranked by institution
- Figure 5 – AAUP data sheet containing salary data at the instructor level for peer institutions and USI, including ranking sheet for instructor level at USI among peer institutions.

Please note that 3 of the 15 selected peer institutions did not report any data for the 2017-2018 academic year; specifically, Purdue North Central, Eastern Illinois University, and the University of Central Missouri. It is worth noting that UCM also did not report data in 2015-2016. Additionally, there will no longer be data from Purdue North Central in light of the merger between them and Purdue University Calumet into Purdue University Northwest. Additionally, only 8 of our 15 peers reported information regarding instructor salaries. Instructor data has had a fairly significant reduction in reporting in recent years. Up until the 2014-2015 year, 11 of our 15 peers consistently reported instructor salary information but dropped to 9, 10, 8 in the following 3 academic years respectively.

At this time, the EBC does not know if these data omissions are part of a growing trend or one time occurrences. With the Purdue merger, and with the significant changes over the last 10 years, the EBC strongly feels it is time to re-evaluate and update our collection of peers. This is discussed in more detail below.

## Recommendations

At this time, the Economic Benefits Committee has several recommendations.

From the 2005-2006 to 2013-2014 academic year, USI was consistently below both average and median values at all professor ranks. This changed in the 2014-2015 academic year because in the summer of 2014 there was a conversion from “retirement benefit” to “pay” which elevated USI above the average and the median. Over the next two years, USI salaries began heading back toward these values. USI then jumped comparatively for the 2017-2018 academic year. At this time, wages at all levels of the professoriate, and instructors, exceed the average salary among our peers. It is hard to identify a reason for this jump, and it is worth mentioning that there is a fairly even split between salary increases and decreases amongst our peer group for the 2017-2018 year. Additionally, having 20% less data than in 2016-2017 makes comparisons more difficult and less meaningful. Over the last 6 years, our peer groups’ 5 year effective annual percent increase<sup>1</sup> has ranged from 0.4% to 1.4%. This is significantly below the previous 5 years worth of data which had values ranging from 1.3% to 3.1%.

The EBC therefore has the following recommendations:

- 1) At this time, the EBC suggests that the University continue to review and maintain faculty salaries at a level that either meets or exceeds the average of our peers. Thus, the EBC recommends that the University consider maintaining at least a 2.5-3% increase in faculty salaries per year to stay competitive with our peers going forward.
- 2) Although looking at salaries and compression rates can be informative, the EBC recommends a more in-depth study. Specifically, the EBC advises hiring an outside firm such as the one administration approved to study support staff compensation and total rewards. While the EBC believes a blend of monetary and nonmonetary rewards offered to employees can generate valuable business results, the University does not have the data to validate this claim. In addition, an employee engagement survey may be helpful. Among other things, the survey would help to:
  - understand the drivers of success for faculty at the University.
  - select and prioritize issues that require immediate attention and develop action plans
  - look for ways to continuously enhance the faculty work experience.
- 3) Our peer institutions were selected based on a report prepared in 2010 and it is worth determining if these institutions are still classified as our peers. As such the EBC recommends the Faculty Senate investigate the classification of USI’s peer institutions. This could be combined with the first recommendation if an outside firm is utilized.

## Concerns

The primary concerns of the EBC regarding this report are:

- 1) The current collection of “peers” and if they should still be classified as such.
- 2) The missing data. Although data can be imputed to fill in missing entries, it would be better if we reestablish our “peer group” to include institutions that consistently provide data which can be freely gathered from the AAUP website.

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<sup>1</sup> The effective annual percent increase was computed using a geometric average, specifically using the formula:  $R = (A/A_0)^{1/5} - 1$  For example, if salary goes from \$50,000 to \$55,000 over 5 years, then the effective pay raise over the 5 year time period is  $R = 1.92\%$ .

## Salary Data

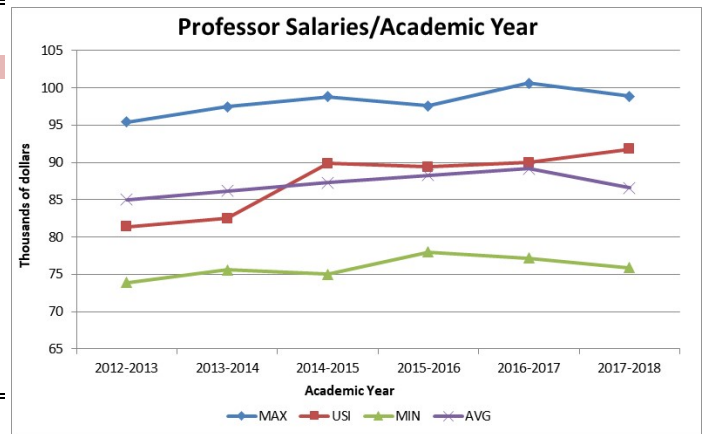
### Average Salaries by Rank

		2013-2014			2014-2015			2015-2016			2016-2017			2017-2018		
		Prof	Assoc	Assist	Prof	Assoc	Assist	Prof	Assoc	Assist	Prof	Assoc	Assist	Prof	Assoc	Assist
IU Southbend	South Bend, IN	78.1	61.4	57.1	77.3	62.8	58.2	78.9	63.9	58.7	79.1	64.0	62.2	77.0	65.0	63.7
IU Southeast	New Albany, IN	84.0	70.8	63.9	85.3	72.8	64.8	85.1	73.8	64.6	85.3	74.5	63.9	86.7	74.3	64.4
IUPUI Fort Wayne	Fort Wayne, IN	88.7	71.5	63.6	87.6	71.0	61.5	88.4	71.8	62.6	96.3	74.1	65.7	89	72.3	64.4
Purdue North Central	Westville, IN	97.5	66.8	58.7	98.0	67.0	59.2	96.7	68.0	59.3	100.6	73.3	64.9	-	-	-
Ball State U.	Muncie, IN	90.0	69.7	58.7	93.3	72.4	59.4	93.8	73.5	60.1	96.5	76.3	62.4	96.2	76.9	63.5
Morehead State U.	Morehead, KY	75.6	62.6	53.4	77.7	63.3	54.3	80.8	64.5	56.8	77.2	62.6	55.2	75.9	65	52.9
Murray State U.	Murray, KY	85.7	67.7	58.0	84.8	68.2	58.6	86.2	68.4	59.8	86.5	67.4	60.3	86.9	70.3	59.6
Western Kentucky U.	Bowling Green, KY	86.7	67.2	56.8	86.5	67.9	57.2	86.7	67.0	58.5	85.7	67.4	58.4	86	68.4	60.7
Northern Kentucky U.	Highland Heights, KY	97.1	72.5	66.9	98.8	73.2	66.2	97.6	73.1	66.7	96.4	72.8	67.1	98.9	73.7	68.9
Eastern Illinois U.	Charleston, IL	91.6	73.9	66.9	93.0	75.2	67.5	91.7	73.5	67.2	93.9	75.9	72.3	-	-	-
Southern Illinois U. Edwardsville	Edwardsville, IL	94.4	79.3	64.8	93.7	79.0	65.4	91.7	78.1	65.8	91.3	76.6	63.8	88.7	74.5	63.2
U. of Tennessee at Chattanooga	Chattanooga, TN	89.6	69.5	60.0	88.1	69.6	63.0	94.9	73.0	68.0	93.1	72.9	66.6	83.2	83.7	63
U. of Tennessee-Martin	Martin, TN	76.3	65.2	57.3	75.0	64.4	57.7	78.0	66.3	59.8	79.5	68.3	59.3	80.6	68.8	62.3
Southeast Missouri State U.	Cape Girardeau, MO	78.9	63.1	57.3	83.9	66.7	57.1	84.8	68.6	57.8	84.8	69.5	59.9	84.5	69.3	58.7
U. of Central Missouri	Warrensburg, MO	81.7	66.6	55.1	84.2	66.9	57.1	-	-	-	90.4	69.2	62.7	-	-	-
<b>USI</b>		<b>82.5</b>	<b>66.3</b>	<b>56.8</b>	<b>89.9</b>	<b>68.6</b>	<b>61.0</b>	<b>89.4</b>	<b>71.3</b>	<b>62.7</b>	<b>90</b>	<b>72.9</b>	<b>63</b>	<b>91.8</b>	<b>74.9</b>	<b>64.7</b>
	Median	86.2	67.5	58.4	87.1	68.4	59.3	88.4	71.3	60.1	90.2	72.9	62.9	86.7	72.3	63.2
	(USI-Median)/Median	-4.3%	-1.7%	-2.7%	3.3%	0.3%	2.9%	1.1%	0.0%	4.3%	-0.2%	0.1%	0.2%	5.9%	3.6%	2.4%
	Average	86.2	68.4	59.7	87.3	69.3	60.5	88.3	70.3	61.9	89.2	71.1	63.0	86.6	72.1	62.3
	(USI-Avg)/Avg	-4.2%	-3.0%	-4.9%	3.0%	-1.0%	0.8%	1.2%	1.4%	1.3%	0.9%	2.5%	0.0%	6.0%	3.9%	3.8%
	"Average" 5 year effective % inc.	1.3%	1.5%	1.7%	1.6%	1.7%	1.9%	1.8%	1.7%	2.1%	1.4%	1.5%	1.8%	0.4%	1.4%	1.3%
	"USI" 5 year effective % increase	1.0%	1.0%	0.8%	2.5%	1.6%	2.2%	3.0%	1.8%	2.8%	2.3%	2.1%	2.9%	2.4%	2.7%	3.3%

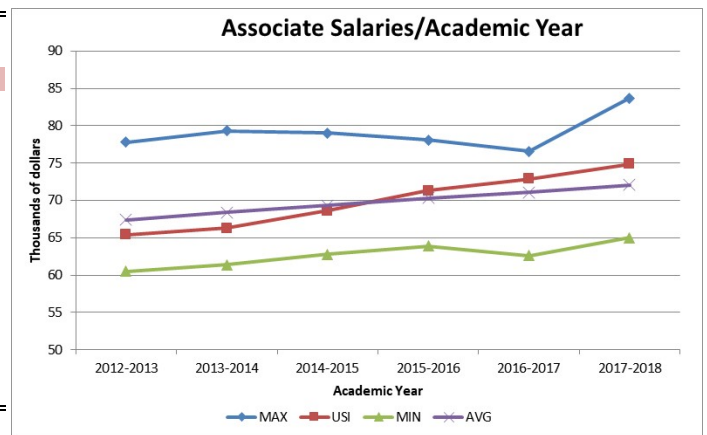
Figure 1. AAUP average salaries by rank.

## Average Salaries Ranked among Peer Institutions

Professor Salaries						
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
	95.4	97.5	98.8	97.6	100.6	98.9
	92.8	97.1	98.0	96.7	96.5	96.2
	92.5	94.4	93.7	94.9	96.4	<b>91.8</b>
	91.8	91.6	93.3	93.8	96.3	89
	89.9	90.0	93.0	91.7	93.9	88.7
	88.1	89.6	<b>89.9</b>	91.7	93.1	86.9
	87.2	88.7	88.1	<b>89.4</b>	91.3	86.7
	87.1	86.7	87.6	88.4	90.4	86
	83.9	85.7	86.5	86.7	<b>90</b>	84.5
	83.7	84.0	85.3	86.2	86.5	83.2
	<b>81.4</b>	<b>82.5</b>	84.8	85.1	85.7	80.6
	81.3	81.7	84.2	84.8	85.3	77.0
	78.8	78.9	83.9	80.8	84.8	75.9
	76.4	78.1	77.7	78.9	79.5	-
	75.2	76.3	77.3	78.0	79.1	-
	73.9	75.6	75.0	-	77.2	-
<b>MAX</b>	95.4	97.5	98.8	97.6	100.6	98.9
<b>USI</b>	81.4	82.5	89.9	89.4	90.0	91.8
<b>MIN</b>	73.9	75.6	75.0	78.0	77.2	75.9
<b>AVG</b>	85.0	86.2	87.3	88.3	89.2	86.6



Associate Salaries						
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
	77.8	79.3	79.0	78.1	76.6	83.7
	73.4	73.9	75.2	73.8	76.3	76.9
	72.7	72.5	73.2	73.5	75.9	<b>74.9</b>
	70.7	71.5	72.8	73.5	74.5	74.5
	69.9	70.8	72.4	73.1	74.1	74.3
	69.5	69.7	71.0	73.0	73.3	73.7
	68.7	69.5	69.6	71.8	72.9	72.3
	67.6	67.7	<b>68.6</b>	<b>71.3</b>	<b>72.9</b>	70.3
	65.7	67.2	68.2	68.6	72.8	69.3
	65.6	66.8	67.9	68.4	69.5	68.8
	<b>65.4</b>	66.6	67.0	68.0	69.2	68.4
	65.1	<b>66.3</b>	66.9	67.0	68.3	65.0
	63.6	65.2	66.7	66.3	67.4	65
	61.3	63.1	64.4	64.5	67.4	-
	60.6	62.6	63.3	63.9	64.0	-
	60.5	61.4	62.8	-	62.6	-
<b>MAX</b>	77.8	79.3	79.0	78.1	76.6	83.7
<b>USI</b>	65.4	66.3	68.6	71.3	72.9	74.9
<b>MIN</b>	60.5	61.4	62.8	63.9	62.6	65.0
<b>AVG</b>	67.4	68.4	69.3	70.3	71.1	72.1



Assistant Salaries						
	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
	66.5	66.9	67.5	68.0	72.3	68.9
	65.6	66.9	66.2	67.2	67.1	<b>64.7</b>
	64.3	64.8	65.4	66.7	66.6	64.4
	63.8	63.9	64.8	65.8	65.7	64.4
	62.2	63.6	63.0	64.6	64.9	63.7
	58.3	60.0	61.5	<b>62.7</b>	63.9	63.5
	57.2	58.7	<b>61.0</b>	62.6	63.8	63.2
	56.9	58.7	59.4	60.1	<b>63</b>	63
	56.7	58.0	59.2	59.8	62.7	62.3
	56.5	57.3	58.6	59.8	62.4	60.7
	56	57.3	58.2	59.3	62.2	59.6
	<b>55.1</b>	57.1	57.7	58.7	60.3	58.7
	55	56.8	57.2	58.5	59	52.9
	54.4	<b>56.8</b>	57.1	57.8	59.3	-
	53.9	55.1	57.1	56.8	58.4	-
	51.4	53.4	54.3	-	55.2	-
<b>MAX</b>	66.5	66.9	67.5	68.0	72.3	68.9
<b>USI</b>	55.1	56.8	61.0	62.7	63.0	64.7
<b>MIN</b>	51.4	53.4	54.3	56.8	55.2	52.9
<b>AVG</b>	58.4	59.7	60.5	61.9	63.5	62.3

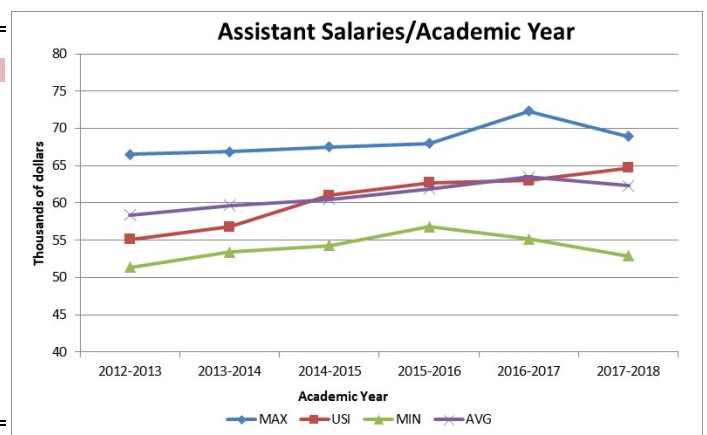


Figure 2. Ranking information which shows the ranking of USI among peers with graphs.



## Salary Compression Ranked High-to-Low

A=Prof/Assoc, B=Assoc/Assist

2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
A	B	A	B	A	B	A	B	A	B	A	B
1.41	1.24	1.46	1.22	1.46	1.22	1.42	1.22	1.37	1.22	1.34	1.33
1.31	1.24	1.34	1.21	1.35	1.21	1.34	1.19	1.32	1.20	1.26	1.23
1.29	1.22	1.29	1.19	1.31	1.19	1.30	1.19	1.31	1.17	1.25	1.21
1.29	1.20	1.29	1.18	1.29	1.17	1.29	1.15	1.30	1.16	1.24	1.18
1.29	1.19	1.29	1.17	1.27	1.17	1.28	1.15	1.28	1.16	1.23	1.18
1.29	1.19	1.27	1.17	1.27	1.17	1.26	1.15	1.28	1.15	1.23	1.18
1.26	1.18	1.27	1.17	1.26	1.16	1.25	1.14	1.27	1.15	1.22	1.16
1.25	1.18	1.25	1.16	1.26	1.15	1.25	1.14	1.26	1.13	1.19	1.15
1.25	1.15	1.24	1.14	1.24	1.13	1.25	1.14	1.24	1.13	1.18	1.13
1.25	1.14	1.24	1.14	1.24	1.12	1.24	1.14	1.24	1.13	1.17	1.12
1.24	1.12	1.24	1.12	1.23	1.12	1.23	1.11	1.23	1.12	1.17	1.10
1.24	1.11	1.23	1.11	1.23	1.12	1.23	1.10	1.23	1.10	1.17	1.07
1.22	1.10	1.21	1.10	1.23	1.11	1.18	1.09	1.22	1.09	0.99	1.02
1.22	1.09	1.19	1.10	1.19	1.11	1.17	1.09	1.19	1.08	-	-
1.19	1.08	1.19	1.08	1.17	1.10	1.15	1.07	1.16	1.05	-	-
1.18	1.07	1.17	1.08	1.16	1.08	-	-	1.14	1.03	-	-

Figure 3. Compression ranking information which shows the ratios at “Professor:Associate” and “Associate:Assistant” professor levels for USI and peers. USI ratios are highlighted.

## Salary Compression by Institution

A=Prof/Assoc, B=Assoc/Assist

		2012-2013		2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
		Compression		Compression		Compression		Compression		Compression		Compression	
		A	B	A	B	A	B	A	B	A	B	A	B
IU Southbend	South Bend, IN	1.29	1.08	1.27	1.08	1.23	1.08	1.23	1.09	1.24	1.03	1.18	1.02
IU Southeast	New Albany, IN	1.22	1.10	1.19	1.11	1.17	1.12	1.15	1.14	1.14	1.17	1.17	1.15
IUPUI Fort Wayne	Fort Wayne, IN	1.25	1.11	1.24	1.12	1.23	1.15	1.23	1.15	1.30	1.13	1.23	1.12
Purdue North Central	Westville, IN	1.41	1.15	1.46	1.14	1.46	1.13	1.42	1.15	1.37	1.13	-	-
Ball State U.	Muncie, IN	1.25	1.24	1.29	1.19	1.29	1.22	1.28	1.22	1.26	1.22	1.25	1.21
Morehead State U.	Morehead, KY	1.22	1.18	1.21	1.17	1.23	1.17	1.25	1.14	1.23	1.13	1.17	1.23
Murray State U.	Murray, KY	1.29	1.18	1.27	1.17	1.24	1.16	1.26	1.14	1.28	1.12	1.24	1.18
Western Kentucky U.	Bowling Green, KY	1.29	1.24	1.29	1.18	1.27	1.19	1.29	1.15	1.27	1.15	1.26	1.13
Northern Kentucky U.	Highland Heights, KY	1.31	1.09	1.34	1.08	1.35	1.11	1.34	1.10	1.32	1.08	1.34	1.07
Eastern Illinois U.	Charleston, IL	1.25	1.14	1.24	1.10	1.24	1.11	1.25	1.09	1.24	1.05	-	-
Southern Illinois U. Edwardsville	Edwardsville, IL	1.19	1.19	1.19	1.22	1.19	1.21	1.17	1.19	1.19	1.20	1.19	1.18
U. of Tennessee at Chattanooga	Chattanooga, TN	1.29	1.20	1.29	1.16	1.27	1.10	1.30	1.07	1.28	1.09	0.99	1.33
U. of Tennessee-Martin	Martin, TN	1.18	1.12	1.17	1.14	1.16	1.12	1.18	1.11	1.16	1.15	1.17	1.10
Southeast Missouri State U.	Cape Girardeau, MO	1.26	1.07	1.25	1.10	1.26	1.17	1.24	1.19	1.22	1.16	1.22	1.18
U. of Central Missouri	Warrensburg, MO	1.24	1.22	1.23	1.21	1.26	1.17	-	-	1.31	1.10	-	-
<b>USI</b>	<b>Evansville, IN</b>	<b>1.24</b>	<b>1.19</b>	<b>1.24</b>	<b>1.17</b>	<b>1.31</b>	<b>1.12</b>	<b>1.25</b>	<b>1.14</b>	<b>1.23</b>	<b>1.16</b>	<b>1.23</b>	<b>1.16</b>

## Instructor Salaries

		2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
IU Southbend	South Bend, IN	-	-	-	-	-	-
IU Southeast	New Albany, IN	-	-	-	-	-	-
IUPUI Fort Wayne	Fort Wayne, IN	49.8	50.6	51.7	50.5	55	57.6
Purdue North Central	Westville, IN	-	-	-	-	-	-
Ball State U.	Muncie, IN	45.3	47.2	48.0	48.8	49.2	49.8
Morehead State U.	Morehead, KY	37.8	39.8	40.9	41.8	41.3	42.4
Murray State U.	Murray, KY	-	-	-	-	-	-
Western Kentucky U.	Bowling Green, KY	42.7	43.1	43.9	44.3	45.5	46.8
Northern Kentucky U.	Highland Heights, KY	62.9	64.4	56.7	-	-	-
Eastern Illinois U.	Charleston, IL	45.5	46.8	48.6	49.7	51.1	-
Southern Illinois U. Edwardsville	Edwardsville, IL	41.8	41.6	43.4	42.7	43.1	45.7
U. of Tennessee at Chattanooga	Chattanooga, TN	48.6	50.3	43.0	52.3	54.5	43.7
U. of Tennessee-Martin	Martin, TN	50.0	52.2	51.3	54.3	50.2	47.4
Southeast Missouri State U.	Cape Girardeau, MO	42.5	45.0	45.7	45.8	46.2	46.6
U. of Central Missouri	Warrensburg, MO	38.2	38.2	40.1	-	40.7	-
<b>USI</b>	<b>Evansville, IN</b>	<b>46.8</b>	<b>47.6</b>	<b>49.3</b>	<b>51.8</b>	<b>50.8</b>	<b>52.2</b>
Median		45.4	47.0	46.9	49.3	49.2	46.8
(USI-Median)/Median		3.1%	1.3%	5.2%	5.2%	3.3%	11.5%
Average		46.0	47.2	46.9	48.2	48.0	48.0
(USI-Avg)/Avg		1.8%	0.8%	5.2%	7.5%	5.9%	8.7%
5 year geometric average percent increase of "Average"		2.2%	3.1%	1.7%	2.2%	1.4%	0.9%
5 year geometric average percent increase of "USI"		1.6%	0.9%	1.3%	1.9%	1.0%	2.2%

Figure 4. Instructor level averages and ranking of USI (highlighted) and peers.

### Ranking

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
	62.9	64.4	56.7	54.3	55	57.6
	50.0	52.2	51.7	52.3	54.5	52.2
	49.8	50.6	51.3	51.8	51.1	49.8
	48.6	50.3	49.3	50.5	50.8	47.4
	46.8	47.6	48.6	49.7	50.2	46.8
	45.5	47.2	48.0	48.8	49.2	46.6
	45.3	46.8	45.7	45.8	46.2	45.7
	42.7	45.0	43.9	44.3	45.5	43.7
	42.5	43.1	43.4	42.7	43.1	42.4
	41.8	41.6	43.0	41.8	41.3	
	38.2	39.8	40.9		40.7	
	37.8	38.2	40.1			



Economic Benefits Committee

# Report to Faculty Senate

Academic Year 2018 – 2019

March 2019

Handwritten signature of Ed Rehkopf in blue ink.

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Ed Rehkopf, Chair  
Pott College of Science, Engineering  
and Education

Handwritten signature of Kathy Peak in black ink.

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Kathy Peak  
College of Nursing and Health Professions

Handwritten signature of Jinsuk Yang in black ink.

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Jinsuk Yang  
Romain College of Business

Handwritten signature of Oana Armeanu in black ink.

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Oana Armeanu  
College of Liberal Arts

Handwritten signature of Uditha Wijesuriya in black ink.

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Uditha Wijesuriya  
Pott College of Science, Engineering  
and Education

Handwritten signature of Dawn Worman in black ink.

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Dawn Worman  
College of Nursing and Health Professions

Handwritten signature of Brett Buelter in black ink.

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Brett Buelter  
Romain College of Business

Handwritten signature of Chad Gonnerman in black ink.

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Chad Gonnerman  
College of Liberal Arts

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Andrew Lenhardt  
Human Resources

## Charge

The Committee has considered and recommended that the University explore and consider offering a Long-Term Care policy option to the faculty and staff. The insurance policy could be entirely paid for by faculty and staff, while HR handles the administration and processing.

## Findings

The EBC has investigated this in the past; most recently (approximately 2008) a decision was made to not pursue due to dramatic increases in pricing and instability in the long-term care insurance market due to underpricing.

USI's Human Resources (HR) is uncertain they will be able to obtain pricing better than that available to faculty on an individual basis. In the Spring of 2019, HR requested a price estimate from Lockton. Lockton is the world's largest privately held, independent insurance broker.

As in the past, the insurers would require a certain level of participation from faculty and staff – perhaps around 25% enrollment. Monthly premiums will vary based on the age of the employee. The average monthly premium for this type of insurance coverage would be approximately \$200 – \$300 per month for employees below the age of 60 and between \$300 – \$400 for those over the age of 60.

HR is willing to sponsor the Wellness fair each fall. As in years past, insurers in this space will be invited to campus. Employees will be encouraged to attend as making healthy lifestyle choices can impact one's health and well-being now and in the future.

## Recommendation

The EBC recommends the University contract with an outside firm to complete an in-depth compensation and total rewards study. In addition, an employee engagement survey may be helpful. Among other things, the survey would help to:

- understand the drivers of success for faculty at the University.
- select and prioritize issues that require immediate attention and develop action plans
- look for ways to continuously enhance the faculty work experience.

Survey responses will be critical to the University's ability to determine where to apply resources to achieve the goal of being a great employer. If Faculty Senate does not recommend a compensation and total rewards study or if a study of this magnitude is not feasible, the EBC recommends addressing employee benefits and Long-Term Care in the fall 2019 faculty and staff survey. Employees could be asked to rate benefit programs (such as Long-Term Care) based on importance (see example below).

My retirement plan is a valuable benefit to me.

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

Please rate the following benefit programs based on importance.

	Importance				
	Very Important	Moderately Important	Neutral	Slightly Important	Not Important
Medical Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible Spending Account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life Insurance & Disability Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation Time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sick Time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition Fee Waiver - Employee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition Fee Waiver - Spouse or Dependent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Assistance Program (EAP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Summer Flex Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time to Get Fit Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rec Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children's Learning Center Discount	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Health Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>