



Arkansas State University



Selected Institutional Priorities

By: G. Daniel Howard, Ph.D.
Interim Chancellor

Faculty Conference

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- Accreditation
- Planning
- Faculty Salaries
- Globalization
- Safety and Security
- Construction
- Budget
- Resource Acquisition



Accreditation

Reaffirmation of Institution-Wide Accreditation

- ASU Self-Study Steering Committee
- HLC "Minimum Standards"
- Self-Study Consultant
- Focus: Assessment and Documentation
of Continuous Quality Improvement



Planning



- Institution-Wide Strategic Plan
 - Open Space Technology
 - Harrison Owen
 - October 14 -16
- Updating Other Plans
 - Campus Facilities Master Plan
 - Information Technology Plan
 - Emergency and Disaster Action Plan
 - Campus Safety and Security Plan

Faculty Salaries

- Faculty are the heart and soul of all colleges and universities
- Recruiting and retaining the “best and brightest” faculty is critical to fulfilling the mission, goals, and objectives of colleges and universities





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- Faculty salaries at ASU are substantially below market value at all levels (i.e., Instructor, Assistant Professor, Associate Professor, and Professor)
- Low faculty salaries at ASU cause:
 - ❖ Inability to attract outstanding faculty members
 - ❖ High turnover of faculty and additional expenditures for faculty searches
 - ❖ Low faculty morale and a disincentive for faculty to perform at the highest levels



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- Full-Time Faculty at ASU

FY-09 Faculty Rank	Number
Professor	94
Associate Professor	115
Assistant Professor	147
Instructor	105
Total	461





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Faculty salaries are related to the nature (classification) of the university and its region in the country (2 primary sources of data)

- The Southern Region Education Board (SREB)- Composition, 16 states: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia (www.sreb.org). Two sub-classifications:

- ❖ *Masters Level III*
- ❖ *Doctoral Research Level II*

- American Association of University Professors (AAUP)- Annual Salary Survey published in *The Chronicle of Higher Education* (www.chronicle.com/stats/aaup/). Two sub-classifications:

- ❖ *Masters Institutions IIA*
- ❖ *Doctoral Institutions*



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ASU Faculty Salaries vs. SREB Salaries by Faculty Rank (FY-09)

- Masters - Level III**

Faculty Rank	ASU	Est. SREB Average	Difference Amount	Difference Percent
Professor	\$ 75,343	\$ 84,052	(\$8,709)	(10%)
Associate Professor	\$ 61,720	\$ 67,795	(\$6,075)	(9%)
Assistant Professor	\$ 53,637	\$ 57,445	(\$3,808)	(7%)
Instructor	\$ 36,664	\$ 43,258	(\$6,594)	(15%)

- Doctoral/Research - Level II**

Faculty Rank	ASU	Est. SREB Average	Difference Amount	Difference Percent
Professor	\$ 75,343	\$ 108,250	(\$32,907)	(30%)
Associate Professor	\$ 61,720	\$ 77,864	(\$16,144)	(21%)
Assistant Professor	\$ 53,637	\$ 65,336	(\$11,699)	(18%)
Instructor	\$ 36,664	\$ 45,355	(\$8,691)	(19%)



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ASU Faculty Salaries vs. AAUP Salaries by Faculty Rank (FY-09)

- Masters Institutions IIA**

Faculty Rank	ASU	AAUP Average	Difference Amount	Difference Percent
Professor	\$ 75,343	\$ 88,357	(\$13,014)	(15%)
Associate Professor	\$ 61,720	\$ 70,308	(\$8,588)	(12%)
Assistant Professor	\$ 53,637	\$ 59,416	(\$5,779)	(10%)
Instructor	\$ 36,664	\$ 43,183	(\$6,519)	(15%)

- Doctoral Institutions**

Faculty Rank	ASU	AAUP Average	Difference Amount	Difference Percent
Professor	\$ 75,343	\$ 115,509	(\$40,166)	(35%)
Associate Professor	\$ 61,720	\$ 79,986	(\$18,266)	(23%)
Assistant Professor	\$ 53,637	\$ 68,048	(\$14,411)	(21%)
Instructor	\$ 36,664	\$ 45,491	(\$8,827)	(19%)



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Additional Funds Needed to Raise ASU Faculty Salaries to Regional & National Averages if No Salary Increases in 2009 -10

Funds Needed to Achieve Faculty Salaries	Est. Salary Amount	Fringe at 30%	Total Amount
<i>Regional Average</i>			
SREB Masters Level 3	\$ 3,791,284	\$ 1,137,385	\$ 4,928,669
SREB Doctoral/Research Level 2	\$ 8,842,062	\$ 2,652,619	\$ 11,494,681
<i>National Average</i>			
AAUP Masters Institutions IIA	\$ 4,813,253	\$ 1,443,976	\$ 6,257,229
AAUP Doctoral Institutions	\$ 10,245,926	\$ 3,073,778	\$ 13,319,704

- In order for ASU to compete for well-qualified faculty it must provide faculty salaries that meet or exceed the regional average.
- In order for ASU to attract the “best and brightest” faculty it must meet or exceed the national average of faculty salaries.



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Globalization

Characteristics of
the Finest
Institutions of
Higher Education





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Globalization

➤ Bringing the World to ASU



➤ Taking ASU to the World



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Globalization

- Help American students prepare better for the rigors of a globally connected and highly competitive marketplace
- Provide exposures to different perspectives, cultures, religions, music, food, customs, and traditions
- Encourage American students to strive for higher levels of performance
- Facilitate global thinking and exchanges
- Impact favorably the financial “bottom line” of the university and the community





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Globalization

Projected International Student Enrollment Fall 2010

- 1,100 = Fall Semester Onset
- 100 = Mid-October
- **1,200** = Total international





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Safety and Security

Task Force on Campus Security



Budgeted Funds

\$350,000

- Collegiate Park Apartments
 - ✓ Install vehicle and pedestrian gates
 - ✓ Install video cameras and recording equipment
- Upgrade campus lighting
- Expand student patrol service
- Increase the number of emergency phones and ensure that all stations are painted red
- Update emergency procedures handbook
- Trim back shrubs/elevate tree canopies
- Increase safety and security messages and training on campus



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Construction (New)

- Humanities and Social Sciences Building
 - \$32 million to \$34 million
 - \$4 million expended
 - Balance from state funding and/or gift(s)
- ABI Commercialization Center (ABI-COM)
 - ≈ \$1.75 million - State funding
 - Anticipated Completion: Summer 2011
- Railroad Overpass
 - \$17.1 million - Federal earmarks and local contributions
 - Phase I completion: January 2011 (Aggie to span one railroad track - northernmost)
 - Phase II completion: February 2012 (Matthews to span two railroad tracks - southernmost)
- Residence Halls (Living Learning Communities)
 - \$5.76 million – bonding (100 beds)
 - ROTC - Completed
 - STEM - September 15, 2010



Construction (Renovations)



- Laboratories
 - Biology
 - Chemistry
 - Engineering
 - \$2 million- Federal Economic Stimulus Funds
 - Completion: May 2011
- International English Studies Building
 - ≈ \$1.75 million- ESL revenue
 - Phase I: Onset of fall semester 2010
 - Phase II: Onset of fall semester 2011
- Nursing and Health Professions
 - \$350,000- Carry over and plant funds
 - Completion: January 2011



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Budget (Academic Year 2010-2011)

\$132.3 million = Operating Budget
\$ 26.0 million = Auxiliary Budget
\$158.3 million = Total Budget



Board of Trustees Approvals

- 4% Tuition Increase
- 2% Salary Increase (On Hold)
- Second Half of Classified Pay Plan
- Faculty Equity Adjustments \$100,000 (On Hold)
- Staff Equity Adjustments: re-budgeted funds (On Hold)



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Resource Acquisition

Realities of the times:

- Legislative appropriations to ASU as a percentage of funds needed to operate the university are declining.
- The ASU Board of Trustees is reluctant to increase tuition and fees, especially during difficult economic times.
- ASU's operating budget is lean and any further cuts will undermine academic quality.

Conclusion:

- Rather than trying to do more with less, ASU should focus on resource acquisition





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Resource Acquisition

Expanding Need for Philanthropic Support...

“Provide a level of excellence not otherwise possible from legislative appropriations and tuition and fees”



- Capital Campaign
- Annual Campaign
- Special Events



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Resource Acquisition

Selected ASU Philanthropic Needs

- Augment scholarship support to free operating dollars used for scholarship support for other purposes
- Supplement faculty salaries through endowed chairs, professorships, lectureships, and related constructs
- Purchase instructional and research equipment
- Construct and maintain academic facilities
- Underwrite additional library acquisitions
- Support faculty/staff development
- Create a venture capital fund for academic start-up packages and programs
- Address other unmet academic needs





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Resource Acquisition

Other revenue sources:

- Grants and contracts from extramural sources
- Increased delivery of academic courses and programs by distance learning
- Continuing enrollment growth (undergraduate and graduate)
 - ✓ International
 - ✓ Domestic
- Expanded role and scope of Regional Programs to include continuing education





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Thank you!

