Enrollment and Faculty Capacity

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Faculty Senate
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HERI Faculty Survey Results

• Posted on IRA website
http://www.uidaho.edu/research/institutional-research-and-assessment/surveys

The survey data identified some areas faculty felt were points of pride and where performance was good.

• Faculty are satisfied or very satisfied with job security and report their research and teaching are valued by their departments.
• A high percentage of faculty are engaged in academic research that spans multiple disciplines, including undergraduates in research, and using real-life problems in their courses.
• Faculty value the partnerships achieved with communities through collaboration and public service and acknowledge their responsibility to work with surrounding communities to address local issues.

While there were good things that emerged from the survey, it does not come as a surprise that UI faculty are very concerned about university budget and finance issues, including salary and benefits.

• A large number of faculty indicated that institutional budget cuts have been a source of stress during the period 2012 – 2014.
• Many expressed low satisfaction with their salaries and benefits.

These are clearly areas where improvement is needed and university leadership is committed to making significant progress to strengthen the budget and bring employee salaries up where they should be.

Survey data also indicate that there is room for the administration to improve communication about policy and other institutional business in a way that is more transparent, open and inclusive of faculty concerns. We take this input seriously and are making a concerted effort to communicate more openly and often on issues important to our UI community.
Get Salaries to 100% of Market

• FY2011 Financial Report:
  Salaries and Benefits = $102.4 million

  Faculty compensation stats

  On average 16.7% below market wage

  Assuming staff same (?)

  $17.1 Million shortfall
  Probably now ~ $20 Million
At 20:1 Student to Faculty Ratio, additional 2156 student FTEs can be accommodated = $15.1 million/yr revenue