

A Longitudinal Study of Multiple Employed Compensation Models and Their Ability to Influence Department and Faculty Participation

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Overview

- ❑ ProSTAR Overview
- ❑ The Matrix of Employed Alternatives
- ❑ Department Compensation Models
 - Pros and Cons
- ❑ Faculty Compensation Models
 - Pros and Cons
- ❑ Potential Next Model – “The Relentless Pursuit of Perfection™”

ProSTAR Overview

- ❑ ProSTAR – Center for **Pro**fessional **S**tudies in **T**echnology and **A**ppplied **R**esearch
- ❑ Approved by the Provost on February 9, 2009, as an academic center in College of Technology
- ❑ Self-supported, revenue generating and premised on fee-based programs
- ❑ 1st cohort program was fall 1998
- ❑ 1st distance program was fall 2010

Matrix of Employed Alternatives

Department Model	Faculty Compensation Model			
	Rubric	Fixed	Department Determined	College-Wide Model
Push	x	x		
50% - 50%	x	x		
Pull			x	Next Model ?

Department Compensation Models

- Department push model
 - 100% residuals (profits) to the Dean's Office
 - Mandate from the Dean
 - No department compensation
 - For the good of the college

Department Compensation Models

- Residual Split Model (50% - 50%)
 - Residuals are split 50% - 50% between Dean's Office and the home department
 - Considerately more palatable
 - Departments began asking why Dean's Office was getting anything at all!
 - Lack of appreciation for supporting administration and college strategic initiatives

Department Compensation Models

- Pull model
 - 100% residual to the departments
 - Imposed minor 10% fee for support of college strategic initiatives
 - Created a department source of revenue above general funds
 - Created a true “pull” effect; as departments became accustomed to residuals

Faculty Compensation Models

- Rubric – weighted criteria
 - Years of applicable experience
 - Rank
 - Scholarship
 - Teaching
 - Etc...
- Created fairness... but,
 - sand throwing over which scholarly items, degrees, make of cars... were worth more than others...

Faculty Compensation Models

- Fixed Rate
 - No more quibbling over subtleties
 - Average of all compensation paid based on monthly rate by rank
 - But,
 - More senior in rank felt slighted
 - Less senior approved and viewed others as non-deserving

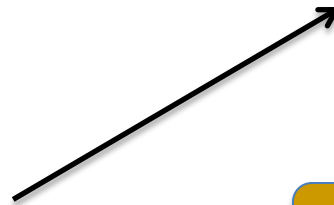
Faculty Compensation Models

- ❑ ProSTAR handed over the compensation of faculty to the faculty member's home department
- ❑ Compensation became department specific
- ❑ A contract between the department head and the participating faculty member

By This Time

Department Model	Faculty Compensation Model			
	Rubric	Fixed	Department Determined	College-Wide Model
Push	x	x		
50% - 50%	x	x		
Pull			x	Next Model ?

We were here



All is well ?

Department Employed Models

- Departments are variable in their approach
 - In-load
 - Over-load
 - Expenditures Account
 - Nothing

At Present

- ❑ Some departments have asked for a common college-wide model for compensating faculty
- ❑ Numerous faculty have asked for a common model – while others are happy as is
- ❑ Discussions with the Dean are in progress