

School of Nursing

Faculty Salaries

Issues: Attracting and retaining excellent faculty is important to building a strong research base and achieving academic excellence as outlined in the School of Nursing Strategic Plan. Further, the data from the 2003 Workplace of Choice Survey indicates that SON faculty members do not feel they are adequately compensated. In keeping with our commitment to “own” the problem and achieve our goals in spite of the economy, faculty and administration will address the salary challenges together with the following goals.

Goal 1: By 2006, faculty salaries are at the mean for faculty in the Midwest teaching in programs with graduate and undergraduate programs as reported by the American Association of Colleges of Nursing.

Goal 2: By 2007, salaries of highest performing faculty are at the 75th percentile for nursing faculty salaries in the Midwest as reported by the American Association of Colleges of Nursing.

Action Steps:

- A volunteer faculty team, with the dean, will develop a plan to increase faculty salaries through the School of Nursing resources. The team will:
 1. Critically review how faculty resources are deployed to achieve the goals of the School.
 2. Analyze the existing workload policy and resulting faculty assignments for the past two years to determine where changes may be made.
 3. Eliminate two-credit hour courses.
 4. Determine if low enrollment courses may be shared among Schools of Nursing in the UM System using technology.
 5. Determine a method to maintain student credit hour productivity with fewer faculty members.
 6. Develop a plan for faculty input into course scheduling.
- Develop other rewards for faculty exemplifying living our values, promoting academic excellence, engaging students in their learning and setting new standards in the School for scholarly productivity.
- Develop resources to fund the reward system.

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