

SOUTH DAKOTA BOARD OF REGENTS

Academic and Student Affairs

AGENDA ITEM: 6 – H (3)

DATE: October 3-5, 2017

SUBJECT

Instructor Rank Classifications

PERTINENT HISTORY

In July 2017 the Board of Regents were asked to provide an overview of efficiency strategies to the Joint Appropriations Committee, and one area of focus creation of the “Instructor Ranks” during the 2013 round of negotiations with the Council of Higher Education. When discussed with the Board during their August 2017 meeting, questions arose regarding the current distribution of lecturer and professorial rank faculty in the system, and how this distribution aligned with other postsecondary institutions in the country.

CONTROLLING STATUTE, RULE, OR POLICY

[COHE Collective Bargaining Agreement \(Higher Education\) 2016-2019](#)
[BOR Policy 4:11 – Rank and Promotion](#)

BACKGROUND / DISCUSSION

The special analysis provides an overview of the shift in lecturer and professorial rank assignments since this change to the negotiated agreement, along with background on the rationale for implementing this framework.

IMPACT AND RECOMMENDATION

Currently unit members in the Instructor ranks represent just under 27% of faculty on term or tenure track appointments in the Regental system. The distribution of faculty at the various rank classifications are provided, along with trend data depicting the average salary for faculty in these ranks over the past ten year.

ATTACHMENTS

Attachment I – Special Efficiencies Analysis – Instructor Rank Classifications

INFORMATIONAL ITEM

This item is for informational purposes only. Any action will be at the Board’s discretion.



*** Special Efficiencies Analysis ***

Creation of Instructor Rank Classifications

During the 2013 round of negotiations with the Council of Higher Education (COHE) the Board of Regents sought to develop a set of Lecturer and Librarian Ranks with distinct performance expectations when compared to those in the tenured Professorial Ranks. The rationale was to provide institutions the capacity to hire a pool of faculty with limited research/scholarship expectations with an increase aptitude for an increased teaching load. This special report seeks to provide an overview of the change in professorial ranks since this policy change was made, with additional background on the rationale for the change in the Regental system.

Over the past two decades, higher education has experienced a nationwide shift away from primary reliance on tenure-track and tenured faculty members to deliver the whole curricula, resulting in a transition to part-time appointees. During this time, the Regental system had also shifted to an increased reliance on term-contract faculty which represented personnel who typically earn less per section (ineligible for retirement or health benefits) allowing for a decrease in instructional expenditure per FTE across the system.¹ Given the increased demand to control costs to students, the Board of Regents sought to establish a mechanism that would permit South Dakota universities to maximize net tuition income. Reliance on part-time instructor/lecturers is increasingly more viable in more densely populated parts of the country; however, the communities of Vermillion, Spearfish, Brookings, Madison, Aberdeen and even Rapid City lack the number of degree holding content experts that can fill the part-time faculty ranks in urban areas. Accordingly, the most common strategies used by urban institutions would not have been feasible. Addressing this issue in a rural state like South Dakota resulted in the creation of a special rank of term contract appointees who would have little to no research expectations and no pathway to tenure track employment.

The Lecturer ranks were created, drawing from a nomenclature that had not previously been in use within the Regental system and more closely aligns with titles used by postsecondary institutions in Europe (e.g., in England, entry-level instructional staff may be appointed as lecturers, promoted to readers and then professors). Academic administrators believed that it would be important to have some mechanism to encourage faculty to stay with the institution by affording a path to promotion. As a result, through the negotiation process the Board of Regents negotiated and then eventually imposed the levels of appointment (Instructor, Lecturer, and Senior Lecturer) and a system of promotion for these term appointments.

¹ In South Dakota, as in all other university systems, a handful of introductory level courses generated the largest revenues. A 300 student introductory history class taught by a part-time teacher, nets a great deal of tuition revenue, while a 5 student senior level history seminar taught by a Full Professor is likely offset by the general revenue earned from the high-enrolled, lower cost delivery method.

Table 1 below depicts the transition that has occurred in the Regental system over the past ten years across the various rank classifications. Prior to the change in the negotiated agreement, the system maintained a consistent number of faculty at the instructor level, with the remainder at the Assistant, Associate and Full Professor ranks. A sizable shift occurred in FY13 with a 6% increase in the number of Instructors, which grew this past year to a high of 26.7% of the instructional staff at the six campuses. By comparison the percentage of Full Professors has decreased the most with a 5% drop during this time frame. The number of Assistant and Associate Professors has remained consistent.

Table 1
Distribution of Instructor, Assistant Professor, Associate Professor and Full Professor Rank Appointments in the Regental System over the Past Decade

	<u>Instructor</u>		<u>Assistant Professor</u>		<u>Associate Professor</u>		<u>Professor</u>	
	#	% of Total	#	% of Total	#	% of Total	#	% of Total
<i>FY17</i>	402	26.7%	440	29.2%	307	20.4%	359	23.8%
<i>FY16</i>	394	26.2%	428	28.5%	302	20.1%	379	25.2%
<i>FY15</i>	390	25.7%	441	29.1%	295	19.4%	391	25.8%
<i>FY14</i>	291	25.5%	429	28.5%	304	19.8%	402	26.2%
<i>FY13</i>	363	24.3%	422	28.2%	302	20.2%	409	27.3%
<i>FY12</i>	266	18.3%	462	31.8%	328	22.6%	397	27.3%
<i>FY11</i>	279	18.5%	470	31.2%	346	23.0%	412	27.3%
<i>FY10</i>	279	18.6%	445	29.6%	360	24.0%	419	27.9%
<i>FY09</i>	271	18.7%	408	28.2%	351	24.3%	417	28.8%
<i>FY08</i>	240	17.0%	430	30.5%	333	23.6%	407	28.9%

The only data available for a national comparison are available through the American Association of University Professors (AAUP), which tracks the trend in part-time and term faculty at institutions around the country. The data trends appear to be consistent with information compiled by the AAUP which shows the dramatic increase in part-time faculty nationally since 1975². In 1975, 30% of faculty appointments were part-time faculty, 13% were full-time non-tenure-track faculty, 20% were full-time tenure-track faculty, and 37% were full-time tenured faculty. This compares to 2011, in which 51% of faculty appointments were part-time faculty, 19% were full-time non-tenure-track faculty, 9% were full-time tenure-track faculty, and 21% were full-time tenured faculty. Therefore, there was a 21% increase of that period of time in part-time faculty nationwide, a 16% decrease in full-time tenured faculty, and an 11% decrease in full-time tenure-track faculty.

Table 2 below depicts the average salaries for faculty in the Regental system over the past ten years based on the four classifications. Along with the increase in the number of Instructors in FY13, there was also a noticeable increase in their salaries that year. Over the course of the ten years, salaries for Instructors increased by 27.8%, with just over 10% of that increase accounted

² AAUP, Trends in Faculty Employment Status, 1975-2011
https://www.aaup.org/sites/default/files/Faculty_Trends_0.pdf

for in the one year (FY13) after the change to the negotiated agreement occurred. However, the increases in salary over the same ten-year period are fairly comparable for the other ranks, with increases ranging from 26.7% for Associate Professors, 27.9% for Full Professors, and 30.5% for Assistant Professors.

Table 2
Average Salaries of Instructor, Assistant Professor, Associate Professor and Full Professor Rank
Appointments in the Regental System over the Past Decade

<i>Fiscal Year</i>	Instructor	Assistant Professor	Associate Professor	Professor
<i>FY17</i>	\$53,754	\$69,517	\$76,677	\$96,449
<i>FY16</i>	\$52,264	\$66,962	\$75,276	\$92,783
<i>FY15</i>	\$51,067	\$64,208	\$72,962	\$89,842
<i>FY14</i>	\$49,183	\$61,535	\$71,582	\$88,568
<i>FY13</i>	\$47,105	\$58,736	\$68,760	\$84,194
<i>FY12</i>	\$42,803	\$55,683	\$64,511	\$79,581
<i>FY11</i>	\$42,983	\$54,785	\$63,644	\$79,308
<i>FY10</i>	\$43,115	\$54,581	\$63,728	\$79,194
<i>FY09</i>	\$42,735	\$54,089	\$63,135	\$79,507
<i>FY08</i>	\$42,069	\$53,266	\$60,495	\$75,423
Increase Over 10 Years	27.80%	30.50%	26.70%	27.90%