

# **Comprehensive Analysis of Faculty COMPENSATION, WORKLOAD and PRODUCTIVITY**

24 October 2024

## **Higher Order Principles:**

Auburn University's approach to a comprehensive analysis of faculty compensation, workload and productivity should:

Reflect our status as an R-1 institution

Support the expectations and aspirations of new AU Strategic Plan 2035

Provide university wide principles and applicable guidelines that enable and encourage college level decision making responsibility and authority

Facilitate more strategic and effective faculty recruitment, retention, development, and achievement of our faculty

Emphasize total compensation across all sources and activities

Identify ways to incentivize exceptionally productive performance

## **The Why?**

To position and support AU faculty to compete successfully in an increasingly competitive environment

## **Ad hoc STEERING Workgroup:**

Norman Godwin	Co-chair, Assoc Provost for Faculty Affairs
Cathleen Erwin	Co-chair, Dept Head, Political Science, College of Liberal Arts
Jeff Fairbrother	Dean, College of Education
Allan David	Associate Dean for Research, College of Engineering
Salisa Westrick	Dept Head, College of Pharmacy; Member, Univ Budget Advisory
Wes Collins	Faculty, CADC; Member, Faculty Salaries & Welfare Comm.
Luke Oeding	Faculty, COSAM, AAUP President

**Ad hoc ADVISORY Workgroup:**

Rishi Prasad	Associate Professor, College of Agriculture
Tin-Man Lau	Professor, College of Architecture, Design and Construction
Duane Brandon	Associate Dean for Faculty and Research; Professor, HCOB
Malti Tuttle	Associate Professor, College of Education
Maria Auad	Associate Dean, Grad Studies & Faculty Dev., Professor, College of Engineering
Stephen Ditchkoff	Professor, College of Forestry, Wildlife & Environment
Wi-suk Kwon	Professor, College of Human Sciences
James Shelley	Professor, College of Liberal Arts
Greg Schmidt	Head, Special Collections and Archives; Associate Professor; Auburn Libraries
Kelley Noll	Associate Clinical Professor, College of Nursing
Kimberly Braxton-Lloyd	Associate Dean, Clinical Affairs & Outreach; Professor, College of Pharmacy
Doug Goodwin	Chair, Dept of Chemistry and Biochemistry; Professor; College of Sciences and Mathematics
Ann Wooldridge	Head, Dept of Clinical Sciences; Professor, College of Vet Medicine

**Data Support:**

Amanda Malone	Director of Budget and HR
Bryan Elmore	Asst. VP, Budgets and Business Operations
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**Ex Officio:**

Vini Nathan	Provost & SVP Academic Affairs
Kelli Shomaker	SVP Business and Admin; Chief Financial Officer