



Kennesaw State University

Part-time Faculty Council

Report on Pay Disparities amongst Part-time Faculty

Agenda

- Purpose
- Known Disparities
- Flexibilities
- Disparities to Address



Agenda: Purpose

- Purpose
- Known Disparities
- Flexibilities
- Disparities to Address



Agenda: Known Disparities

- Purpose
- **Known Disparities**
- Flexibilities
- Disparities to Address



Agenda: Flexibilities

- Purpose
- Known Disparities
- **Flexibilities**
- Disparities to Address



Agenda: Disparities to Address

- Purpose
- Known Disparities
- Expected Disparities
- Flexibilities
- **Disparities to Address**



Purpose

- Historical Context
- Results of the study
 - Inform current representatives
 - Inform future leadership
- Charge the PTFC with determining next steps



Known Disparities

- Variances in pay rate between academic colleges.
- Variances in pay rate between “standard” courses and “large enrollment” courses.
 - Colleges are given freedom to define “standard” and “large enrollment”
- Variances in pay rate based on highest degree earned.
- Variances between undergraduate and graduate course teaching.
- Variances between courses with labs between colleges and between different types of “lab” courses.
- Variances between face-to-face, hybrid, and fully online courses.

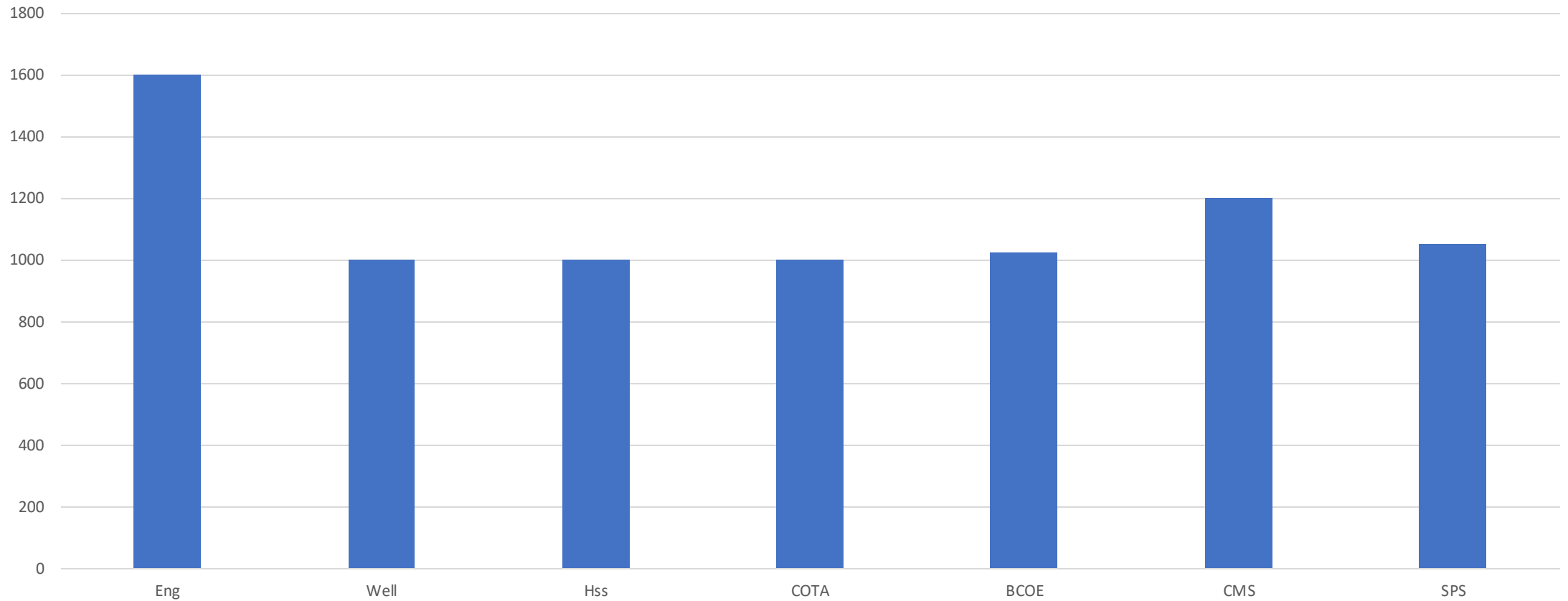


Key Terms

- Acronyms for Reporting Colleges
 - Eng – Engineering.
 - Includes College of Architecture & Construction Management and College of Computing and Software Engineering
 - Well – Wellstar College of Health and Human Services
 - HSS – Radow College of Humanities and Social Services
 - COTA – College of the Arts
 - BCOE – Bagwell College of Education
 - CMS – College of Science and Mathematics
 - SPS – Southern Polytechnic College of Engineering and Engineering Technology
 - Programs on Marietta campus not included in the engineering colleges

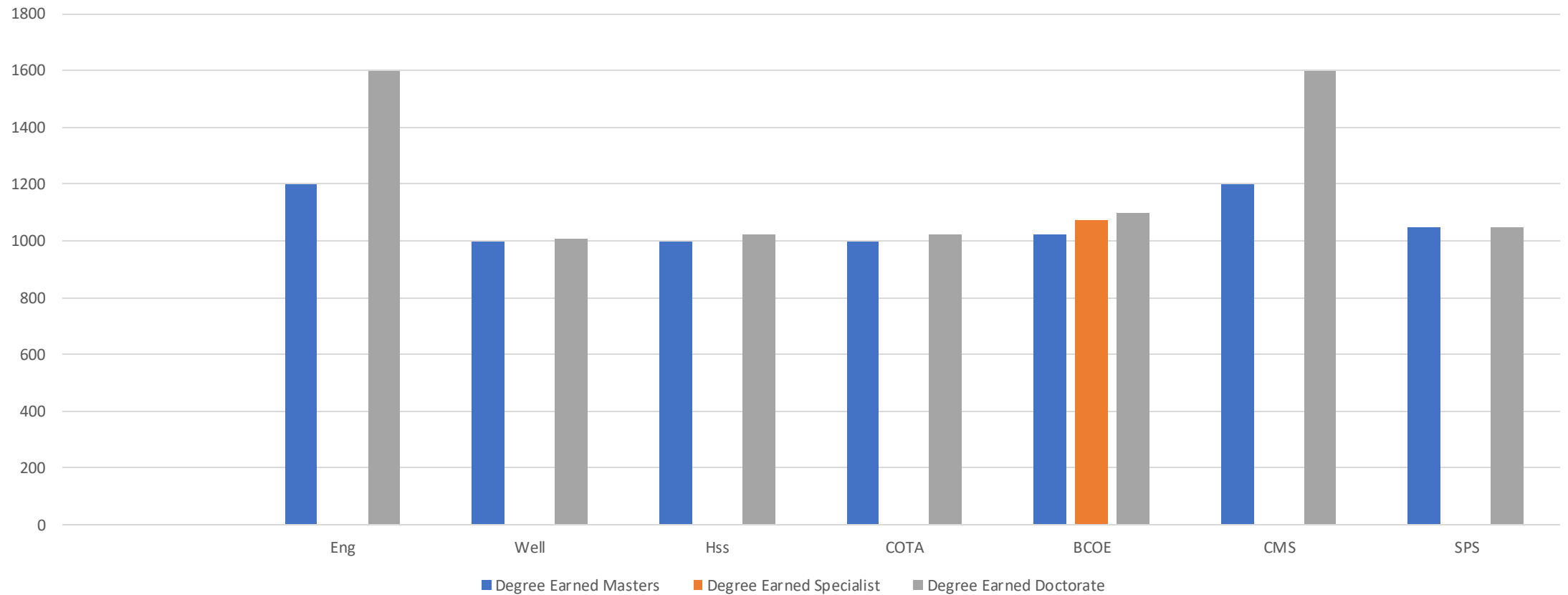
Known Disparities

Average Pay per Credit Hour by College



Known Disparities

Average Pay per credit hour by Highest Degree

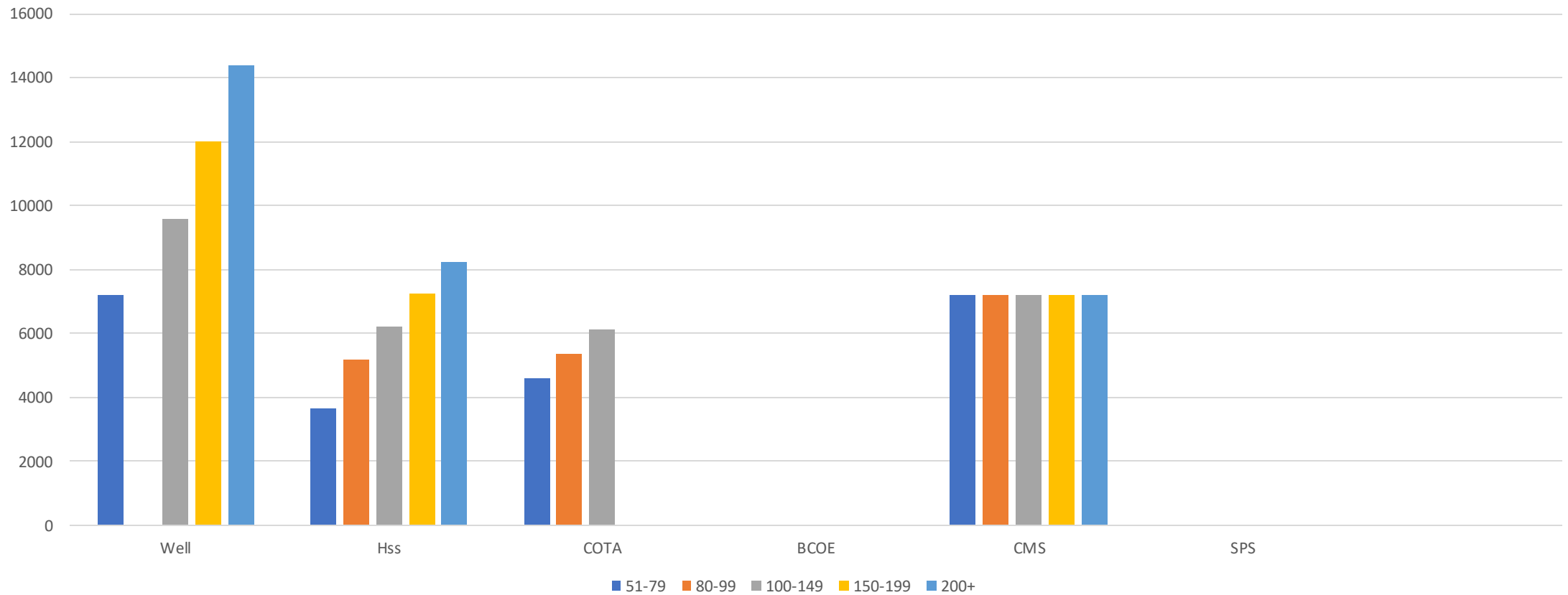


Known Disparities

| College | | Large enrollment | | | | |
|---------|-------|------------------|--------|---------|---------|------|
| | | Student Numbers | | | | |
| | Level | 1 | 2 | 3 | 4 | 5 |
| Eng | | | | | | |
| Well | | | 72-119 | 120-167 | 168-199 | 200+ |
| Hss | | 50-79 | 80-99 | 100-149 | 150-199 | 200+ |
| COTA | | 51-70 | 71-80 | 81-90 | | |
| BCOE | | | | | | |
| CMS | | | | | | |
| SPS | | | | | | |

Known Disparities

Pay Variances for Large Enrollment



Flexibilities

- Degree Attainment / Credentialing
- Discipline / Field of Study
- Others?



Disparities to Address (Connected to Pay)

- Ongoing training (technology, capacity, and student wellbeing)
- Data transparency
- Gender disparities
- Georgia Residents vs. Non-Georgia Residents
- Retirees



Key Takeaways

1. There are several wage disparities amongst part-time faculty
2. Disparities exist between academic colleges and between campuses
3. Currently, each academic college determines:
 1. Pay rate for part-time faculty
 2. Multipliers for large enrollment classes
 3. The definition of a large enrollment class
 4. Variations for graduate vs. undergraduate teaching
 5. Variations for online vs. face-to-face vs. hybrid modalities
 6. Variations based on highest degree attained



Questions

Considerations for Representatives

1. What disparities should be expected?
2. Where should flexibility be provided?
3. Where should institutional consistencies exist?
4. How would the Council like to proceed?



Take Our Survey

- Click [HERE](#) or scan the QR code to take our 10-minute survey.



SCAN ME



Kennesaw State University

Part-time Faculty Council

Report on Pay Disparities amongst Part-time Faculty

Appendix

- Figures from 2023 Annual Budget Report [See report HERE.](#)

Expenses

For the years ended June 30, 2023 and June 30, 2022, expenses by functional classification were as follows:

| EXPENSES BY FUNCTIONAL CLASSIFICATION | June 30, 2023 | June 30, 2022 | Increase/ (Decrease) | % Change |
|---------------------------------------|-------------------------|-------------------------|-----------------------|---------------|
| Instruction | \$ 2,188,050,566 | \$ 1,972,563,323 | \$ 215,487,243 | 10.92 % |
| Research | 2,046,286,124 | 1,835,744,973 | 210,541,151 | 11.47 % |
| Public Service | 521,038,373 | 443,953,622 | 77,084,751 | 17.36 % |
| Academic Support | 764,601,494 | 700,304,070 | 64,297,424 | 9.18 % |
| Student Services | 393,034,015 | 349,668,216 | 43,365,799 | 12.40 % |
| Institutional Support | 1,418,665,685 | 1,345,248,648 | 73,417,037 | 5.46 % |
| Plant Operations and Maintenance | 898,729,748 | 800,030,057 | 98,699,691 | 12.34 % |
| Scholarships and Fellowships | 397,206,051 | 726,791,690 | (329,585,639) | (45.35)% |
| Auxiliary Enterprises | 919,711,211 | 823,273,071 | 96,438,140 | 11.71 % |
| Patient Care | 249,834,569 | 275,782,366 | (25,947,797) | (9.41)% |
| Total Operating Expenses | 9,797,157,836 | 9,273,360,036 | 523,797,800 | 5.65 % |
| Interest Expense | 118,560,590 | 115,660,583 | 2,900,007 | 2.51 % |
| Other Nonoperating Expense | 29,433,432 | 28,266,317 | 1,167,115 | 4.13 % |
| Total Expenses | \$ 9,945,151,858 | \$ 9,417,286,936 | \$ 527,864,922 | 5.61 % |

Total operating expenses were \$9.8 billion in fiscal year 2023, an increase of \$523.8 million (5.65%) when compared with fiscal year 2022.

Operating expenses increased in every functional category except Scholarships and Fellowships and Patient Care, which decreased by \$329.6 million and \$25.9 million, respectively. The decrease in scholarships and fellowships is primarily the result of the HEERF scholarship funds being utilized fiscal year 2022 with less funds remaining and available in fiscal year 2023. The decrease in patient care expense is a direct result of the joint decision to terminate Augusta University's contract with Georgia Department of Corrections to provide health care services for inmates in the first quarter of fiscal year 2022.

The increases in operating expenses by functional and natural classifications are primarily due to increases in pension expense related to changes in assumptions and differences related to expected and actual earnings on investments, increase in overall employee head count as well as cost-of-living adjustments and an overall increase in grants and contracts expenses.

Salary and benefit expenses increased \$552.9 million due to a combination of factors. Faculty salaries increased \$60.7 million and staff salaries increased \$118.7 million mostly due to cost-of-living adjustments approved by the state legislature for eligible state employees. Pension expense increased by \$622.2 million primarily due to the changes of assumptions and difference between expected and actual experience. The pension expense increase is primarily related to the Teacher's Retirement System pension plan. These net increases were offset by decreases in benefits expense related to other post-employment benefit expense (OPEB) of \$254.6 million primarily due to a change in the discount rate.

Travel expenses increased by \$36.7 million (88.40%) due to post-pandemic travel for professional development, research travel, and study abroad.

Supplies and Other Services increased by \$217.3 million (8.55%) primarily due to increase in grants and contracts expenses and other construction or non-capital equipment expenses.



Disparities to Address (Connected to Pay)

- Figures from 2023 Annual Financial Report [See report HERE.](#)

Appendix I

Exhibit I
UNIVERSITY SYSTEM OF GEORGIA
ALL BUDGETS FOR FISCAL YEAR 2024

| | EDUCATIONAL AND GENERAL | CAPITAL | AUXILIARY ENTERPRISES | STUDENT ACTIVITIES | TOTAL BUDGET |
|---------------------------------|-------------------------|----------------|-----------------------|--------------------|------------------|
| Research Universities | | | | | |
| Augusta University | \$ 928,113,858 | \$ 2,073,097 | \$ 22,806,985 | \$ 2,215,107 | \$ 955,209,047 |
| Georgia Institute of Technology | \$ 1,662,391,542 | \$ 125,000,000 | \$ 177,942,920 | \$ 23,672,000 | \$ 1,989,006,462 |
| Georgia State University | \$ 1,108,924,645 | \$ 4,200,000 | \$ 90,488,751 | \$ 20,000,945 | \$ 1,223,614,341 |
| University of Georgia | \$ 1,443,248,441 | \$ 57,103,390 | \$ 256,128,268 | \$ 11,233,827 | \$ 1,767,713,926 |
| Regional Universities | | | | | |
| Georgia Southern University | \$ 370,593,769 | \$ 420,000 | \$ 97,555,898 | \$ 12,146,191 | \$ 480,715,858 |
| Kennesaw State University | \$ 569,176,333 | \$ 5,166,005 | \$ 120,533,006 | \$ 18,207,209 | \$ 713,080,553 |
| University of West Georgia | \$ 189,858,937 | \$ 1,500,000 | \$ 36,124,662 | \$ 3,127,975 | \$ 230,611,574 |
| Valdosta State University | \$ 146,605,864 | \$ 200,000 | \$ 35,010,624 | \$ 4,571,864 | \$ 186,388,352 |

UNIVERSITY SYSTEM OF GEORGIA
EDUCATIONAL AND GENERAL - REVENUE
BUDGET FOR FISCAL YEAR 2024

| | GENERAL - UNRESTRICTED | | | RESTRICTED | | | TOTAL | |
|---------------------------------|------------------------|----------------|----------------|---------------------|----------------|-------------------------|---------------|--|
| | STATE APPROPRIATION | TUITION | OTHER GENERAL | TOTAL GENERAL FUNDS | SPONSORED | DEPT SALES AND SERVICES | | (State Funds) SPECIAL FUNDING INITIATIVE |
| Research Universities | | | | | | | | |
| Augusta University | \$ 287,668,702 | \$ 97,428,756 | \$ 47,424,053 | \$ 432,521,511 | \$ 465,038,206 | \$ 15,052,561 | \$ 15,501,580 | \$ 928,113,858 |
| Georgia Institute of Technology | \$ 484,290,642 | \$ 490,820,000 | \$ 130,155,900 | \$ 1,105,266,542 | \$ 510,223,000 | \$ 45,000,000 | \$ 1,900,000 | \$ 1,662,391,542 |
| Georgia State University | \$ 321,758,462 | \$ 306,364,830 | \$ 69,301,353 | \$ 697,424,645 | \$ 360,000,000 | \$ 31,500,000 | \$ - | \$ 1,108,924,645 |
| University of Georgia | \$ 494,873,377 | \$ 467,428,641 | \$ 79,539,364 | \$ 1,041,841,382 | \$ 290,000,000 | \$ 108,807,059 | \$ 2,600,000 | \$ 1,443,248,441 |
| Regional Universities | | | | | | | | |
| Georgia Southern University | \$ 162,279,726 | \$ 129,335,922 | \$ 12,757,780 | \$ 304,373,428 | \$ 57,170,234 | \$ 9,050,102 | \$ - | \$ 370,593,769 |
| Kennesaw State University | \$ 239,547,134 | \$ 215,009,819 | \$ 11,892,875 | \$ 466,249,828 | \$ 84,958,463 | \$ 17,038,379 | \$ 928,663 | \$ 569,176,333 |
| University of West Georgia | \$ 81,649,224 | \$ 73,607,862 | \$ 11,759,151 | \$ 167,016,237 | \$ 20,524,626 | \$ 2,318,074 | \$ - | \$ 189,858,937 |
| Valdosta State University | \$ 66,904,641 | \$ 45,327,515 | \$ 3,848,968 | \$ 116,081,124 | \$ 28,978,515 | \$ 1,546,225 | \$ - | \$ 146,605,864 |

Disparities to Address (Connected to Pay)

- Figures from 2023 Annual Financial Report [See report HERE.](#)

EXHIBIT J
UNIVERSITY SYSTEM OF GEORGIA
EDUCATIONAL AND GENERAL - EXPENDITURES
BUDGET FOR FISCAL YEAR 2024

| | <u>PERSONAL SERVICES</u> | <u>OPERATING EXPENSES</u> | <u>TRAVEL</u> | <u>EQUIPMENT</u> | <u>TOTAL</u> |
|---------------------------------|--------------------------|---------------------------|---------------|------------------|------------------|
| <i>Research Universities</i> | | | | | |
| Augusta University | \$ 768,695,956 | \$ 153,337,154 | \$ 2,908,081 | \$ 3,172,667 | \$ 928,113,858 |
| Georgia Institute of Technology | \$ 1,016,085,902 | \$ 539,824,010 | \$ 15,884,959 | \$ 90,596,671 | \$ 1,662,391,542 |
| Georgia State University | \$ 659,339,916 | \$ 429,705,205 | \$ 4,971,050 | \$ 14,908,474 | \$ 1,108,924,645 |
| University of Georgia | \$ 964,740,565 | \$ 432,659,838 | \$ 9,873,958 | \$ 35,974,080 | \$ 1,443,248,441 |
| <i>Regional Universities</i> | | | | | |
| Georgia Southern University | \$ 273,108,495 | \$ 93,562,819 | \$ 2,785,035 | \$ 1,137,420 | \$ 370,593,769 |
| Kennesaw State University | \$ 388,716,424 | \$ 175,523,974 | \$ 3,458,275 | \$ 1,477,660 | \$ 569,176,333 |
| University of West Georgia | \$ 130,252,122 | \$ 57,597,721 | \$ 1,740,405 | \$ 268,689 | \$ 189,858,937 |
| Valdosta State University | \$ 93,874,586 | \$ 51,446,031 | \$ 651,298 | \$ 633,949 | \$ 146,605,864 |

