

	Baccalaureate	Master's	Doctoral
Professor	\$126,336	\$117,082	\$210,260
Associate	\$93,348	\$90,395	\$126,701
Assistant	\$78,321	\$77,451	\$112,375

The 2022-25 strategic plan includes a \$3 million investment into faculty/staff pay over the three year period in addition to annual budgeted increases, raising overall wages by 5% including benefits (individual increase will vary based on position, rank, and discipline).

Ellen White forcefully noted the impact of low wages on institutional mission: "If our institutions would be as prosperous as God designs they shall be, there must be more thoughtfulness and earnest prayer, mingled with unabating zeal and spiritual ardor. To connect the right class of laborers with the work may require a greater outlay of means, but it will be economy in the end; for while it is essential that economy be exercised in everything possible, it will be found that the efforts to save means by employing those who will work for low wages, and whose labor corresponds in character with their wages, will result in loss. The work will be retarded and the cause belittled. Brethren, you may economize as much as you please in your personal affairs, in building your houses, in arranging your clothing, in providing your food, and in your general expenses; but do not bring this economy to bear upon the work of God in such a way as to hinder men of ability and true moral worth from engaging in it." [Testimonies, vol. 5 p.551]

Recommendation:

- Restructure faculty pay (target: 50th percentile, CUPA) and include annual cost of living adjustments.
- Immediately achieve minimum base pay of at least \$50,000 for all assistant professors to help recruit and retain quality faculty. (Currently below \$45K.)
- Study college/disciplinary salary differences (target: 50th percentile) /d34

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Reputation

Peer Assessment Survey determines 20% of U.S. News and World Report ranking. Times Higher Education

Faculty Publications

Determines 8% of Wall Street Journal/Times Higher Education ranking.

Overview:

Citations per faculty: The academic and commercial ranking committees all measure university research quality with a citation per faculty metric, taking the total number of academic citations in papers produced by a university in a five-year period.

Elsevier's Scopus® Database is the official database of academics from which the ranking committee collects the research publication information for each university. It is not based on self-report surveys by each university. SCI, SCIE and SSCI are three academic journal indexes collected in Elsevier's Scopus Database. SCIE is the expanded form of SCI which also includes some social sciences journals, while SSCI deals with social sciences journals.

We currently use Clarivate's Web of Science™ as our primary science index at the James White Library. However, Scopus indexes more journals that AU faculty publish in.

Recommendations:

The James White Library should consider switching from Clarivate's Web of Science™ to [Elsevier's Scopus® Database](#) for its primary science and social science journal index.

Use Scopus® indexed research papers for the faculty ranking and promotion criteria (along with recognized Adventist journals). The Office of Research should consider only paying publication charges for Scopus® indexed journals.

Provide additional research resources for faculty, such as professional editing, increased grant writing services and Sabbaticals for research endeavors, and funding for research assistants or methodologists. Provide more research classes for undergraduate and graduate students. Note the College of Professions just started a business research class with Structural Equation Modeling (SEM) and 16 models of research methodology.

Study compensation of faculty for research productivity recognizing our higher research expectations for advancement compared to peer Adventist Universities. Eg. Supplementary salary for summer (or other non-teaching semester) research.

U.S. News Overall Score

Ranked #299 of 443 National Universities. (See [methodology](#).)

Score (out of 100)

Outcomes rank

Graduation and retention rank

Average 6-year graduation rate (17.6%)

Average first-year student retention rate (4.4%)

Social Mobility Rank

6-year graduation rate of students who received a Pell Grant (2.5%)

6-year graduation rate of students who did not receive a Pell Grant (2.5%)

U.S. News

Predicted graduation rate (8%)