Proposal for Market Designation for Engineering Technology discipline (CIP 15, All Ranks)
College of Science and Technology

Approved by FS Salary and Fringe Benefits Committee May, 2008
Approved by Provost June, 2008

Based on results from salary studies (CUPA-HR and NAIT), the College of Science and Technology requests that the Engineering Technology discipline (CIP 15, Assistant Professor, Associate Professor and Professor) be designated a market discipline. The disciplines included in this area are:

- Automotive Technology Management
- Aviation Technology
- Computer Aided Drafting & Design
- Construction Management
- Graphic Arts Technology Management
- Industrial Technology
- Electronics Technology
- Engineering Technology.

**Background** - The issue of salary relevance has become very apparent, as the College has conducted numerous faculty searches over the last few years. Many of these searches have ended with one of three possible outcomes. One- the position is not filled. Two- the number one candidate cannot be hired, resulting with the hiring of the second or third choice candidate or Three- an adjunct is hired to fulfill teaching duties (excluding scholarship and service).

The salary relevancy issue is even more acute when the College attempts to retain tenure-track and tenured faculty. Faculty are attracted to other bachelor and master level institutions possessing similar engineering technology programs that are able to offer 10 to 25% higher starting salaries than the University of Central Missouri. The most recent faculty loss was to Missouri State University (MSU) which was able to offer $67,500 as a starting salary for an assistant professor.

Action therefore needs to be taken immediately to adjust salaries in engineering technology programs so that the College is able to recruit and retain high quality faculty at all ranks.

**Data Sources** – The three data sources reviewed to recommend establishment of engineering technology as a market discipline were:

- UCM Fall 2008 Faculty Salary Model (FSM) (Attachment 1)
- College and University Professional Association for Human Resources (CUPA-HR) Midwest Master’s Public Institutions 2007/2008, CIP code 15 (Attachment 2)
- National Association of Industrial Technology (NAIT). (Attachment 3)

The NAIT data represent 159 assistant professors at 41 different colleges and universities.

NAIT is a national accrediting organization supporting many of the programs in the College of Science and Technology. NAIT conducts a standardized annual national survey to gather salary and other data related to Engineering Technology from four-year colleges and universities across the United States. In 2006/2007, 84% of the respondents were institutions with NAIT accredited programs. The types of programs and faculty represented in the NAIT survey are representative of the respective programs and faculty in the College of Science and Technology.
It is recommended that the NAIT data serve as the benchmark for the discipline.

<table>
<thead>
<tr>
<th>Source</th>
<th>Assistant Professor</th>
<th>Associate Professor</th>
<th>Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>UCM FSM Upper Limit Fall 2008</td>
<td>$55,673</td>
<td>65,402</td>
<td>81,218</td>
</tr>
<tr>
<td>NAIT Average 2006/2007</td>
<td>$61,399</td>
<td>66.415</td>
<td>81,996</td>
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</table>

**Market Pay Award Criteria (approved July, 2008)**
Market Pay will be awarded to Engineering Technology faculty in the College of Science and Technology based on achievement of the minimum requirements of the rank required for Promotion and/or Tenure according to the College of Science and Technology Promotion and Tenure Guidelines.

**Instructor:**
1. **Credentials:** Minimum of an earned masters degree from a nationally accredited institution of higher education, and certification(s)/licensure, where applicable, in a discipline-specific specialty area.

2. **Teaching:** Demonstrated effectiveness, and instructional expectations met, as established by the College.

3. **Scholarship:** Minimum of 1 refereed publication [within the previous five years] that is discipline-specific, or support the faculty member’s discipline (including scholarship of teaching), and is directly applicable to the academic program goals and objectives related to the faculty member’s assignment.

**Assistant Professor:**
1. **Credentials:** Minimum of an earned masters degree from a nationally accredited institution of higher education, and certification(s)/licensure, where applicable, in a discipline-specific specialty area.

2. **Teaching:** Demonstrated effectiveness, and instructional expectations met, as established by the College.

3. **Scholarship:** Minimum of 2 refereed publications [within the previous five years] that are discipline-specific, or support the faculty member’s discipline (including scholarship of teaching), and are directly applicable to the academic program goals and objectives related to the faculty member’s assignment.

**Note:** substitutions for 1 refereed publication:

a. Two (2) refereed presentations including papers, speeches, lectures, and poster sessions presented at institutions, conventions, workshops, conferences, exhibitions and symposia may be substituted for one (1) refereed publication/juried creative activity.

b. Manuscript of refereed paper presented at a state, regional or national conference or exhibition and published in conference proceedings.

c. Externally funded grant through the Office of Sponsored Programs or award through the UCM University Foundation in support of the program and department/school. Include a statement of outcomes (new equipment for departments, G.A. positions, supplies, etc.).

4. **Service:** Demonstrated participation in activities that are appropriate to the mission of the faculty member’s discipline specialty area and college (committees, mentoring, advising, recruiting, etc.).

**Associate Professor:**
1. **Credentials:** Completion of an earned masters degree from a nationally accredited institution of higher education, and certification(s)/licensure in a discipline-specific specialty area (where applicable).

2. **Teaching:** Demonstrated effectiveness, and instructional expectations met, as established by the College.

3. **Scholarship:** Minimum of three (3) refereed publications [within the previous five years] that are discipline-specific, or support the faculty member’s discipline (including scholarship of teaching), and are directly applicable to academic program goals and objectives related to the faculty member’s assignment.
Note: substitutions for one (1) refereed publication:

a. Two (2) refereed presentations including papers, speeches, lectures, and poster sessions presented at institutions, conventions, workshops, conferences, exhibitions and symposia may be substituted for one (1) refereed publication/juried creative activity.

b. Manuscript of refereed paper presented at a state, regional or national conference or exhibition and published in conference proceedings.

c. Externally funded grant through the Office of Sponsored Programs or award through the UCM University Foundation in support of the program and department. Include a statement of outcomes (new equipment for departments, G.A. positions, supplies, etc.).

4. **Service**: Demonstrated participation in activities that are appropriate to the mission of the faculty member’s discipline-specific specialty area, college (committees, mentoring, advising, recruiting, etc.), university, and to their profession.

**Professor:**

1. **Credentials**: Completion of an earned doctorate degree from a nationally accredited institution of higher education, and certification/licensure in a discipline-specific specialty area (where applicable).

2. **Teaching**: Demonstration of the maturity of their teaching by showing instructional contributions that are significant and multifaceted and have developed to a high level which has been continuous since the last promotion or initial appointment, whichever occurred most recently. A variety of significant evidence that documents teaching effectiveness and meets all instructional expectations that have been established.

3. **Scholarship**: Since the last promotion or initial appointment, whichever occurred last; completion of a minimum of four (4) refereed publications that are discipline-specific or support the faculty member’s discipline (including scholarship of teaching) and are directly applicable to the academic program goals and objectives related to the faculty member’s assignment [within the last 5 years].

Note: substitutions for one (1) refereed publication:

a. Two (2) refereed presentation including papers, speeches, lectures, and poster sessions presented at institutions, conventions, workshops, conferences, exhibitions and symposia may be substituted for one (1) refereed publication/juried creative activity.

b. Manuscript of refereed paper presented at a state, regional or national conference or exhibition and published in conference proceedings.

c. Externally funded grant through the Office of Sponsored Programs or award through the UCM University Foundation in support of the program and department. Include a statement of outcomes (new equipment for departments, G.A. positions, supplies, etc.).

4. **Service**: Participates in activities that are appropriate to the mission of the faculty member’s discipline-specific specialty area, college (committees, mentoring, advising, recruiting, etc.), university, and to their profession. Demonstrated leadership roles at many levels; on campus and at state, regional or national/international levels.