

July 25, 2007

MEMORANDUM

To: Members, Advisory Committee on Academic Programs

From: Dr. Gail M. Morrison, Director of Academic Affairs and Licensing

Consideration of Suggested Distribution Methodology for Nursing Faculty Salary Enhancements

Senate Bill 657 (Act. No. 49 of 2007), entitled “South Carolina Critical Needs Nursing Initiative Act,” became law at the end of this legislative session. Although the legislation was not directly funded, a related portion of the law is being funded in FY 2007-08 per budget proviso 5A.27 which directs \$1,000,000 in funds for a “Critical Needs Nursing Initiative” for nurse faculty salary enhancements. The proviso is copied below.

5A.27. (CHE: Critical Needs Nursing Initiative) The funds appropriated to the Commission on Higher Education for the Critical Needs Nursing Initiative shall be used for nursing faculty salary enhancements. The commission, upon consultation with members of the Advisory Committee on Academic Programs (ACAP) from institutions with accredited nursing programs and the chairperson, or designee, of the South Carolina Council of Deans and Directors in Nursing Education, shall determine and distribute the funds to the institutions where such faculty are employed. The governing body of the institution, pursuant to its procedures, shall then allocate these enhancements among its affected faculty in such amounts as it determines appropriate consistent with their salary guidelines.

The permanent legislation will be used to inform the recommendation for distribution of the funds provided for FY 2007-08. Copied below is the relevant portion of the permanent legislation relating to faculty salary enhancements. As information, full text copy of the legislation is available at http://www.scstatehouse.net/sess117_2007-2008/bills/657.htm

Section 59-110-40. (A) From the Critical Needs Nursing Initiative Fund based on available funds, it is the intent of the General Assembly that faculty salary enhancements be provided for nursing faculty at accredited nursing programs at the public institutions of higher learning at the two-year, four-year, and graduate levels. This enhancement is intended to bring salaries for nursing faculty within the average for the geographic area in which the State of South Carolina competes for nursing faculty. Salary enhancements shall be based on a twelve-month appointment and prorated for nine-month appointments.

(B) In regard to these faculty salary enhancements, the Commission on Higher Education, upon consultation with members of the Advisory Committee on Academic Programs (ACAP) from institutions with accredited nursing programs and the chairperson, or designee, of the South Carolina Council of Deans and Directors in Nursing Education, shall determine and distribute funds from the Critical Needs Nursing Initiative Fund to the institutions where such faculty are employed. The governing body of the institution pursuant to its procedures shall then allocate these enhancements among its affected faculty in such amounts as it determines appropriate consistent with the guidelines of this chapter.

From the legislation relating to salary enhancements, it can be understood that

- The legislation applies to all full-time nursing faculty at public institutions in associate and higher levels of degree programs;
- Participating institutions are public institutions with accredited nursing programs;
- The enhancements must be applied to nurse faculty salaries and are intended to bring salaries for nursing faculty within the average for the geographic area in which the State of South Carolina competes for nursing faculty;
- The salary enhancement should be made by the institutions based on a twelve-month appointment and prorated for nine-month appointments.

Given that there is \$1,000,000 in funding this year, the suggested methodology for this fiscal year is to divide the total amount available by the total number of faculty and multiply the resulting amount by the number of faculty at each affected institution. Each institution would receive the indicated portion by this methodology, and it would be expected that institutions would then apply the funds received across nursing faculty in such a manner as to meet the intended goal expressed in the legislation. Should additional funds for this initiative become available in future years, a more comprehensive distribution model may be developed that would take into account differences across institutions relative to average nurse faculty salary and average salaries from areas with which South Carolina might compete.

The table below shows the results of the most recent data available (Fall 2006) from CHEMIS with respect to the numbers of faculty at each institution hosting an accredited nursing program.

<u>Suggested Distribution Methodology</u>		
Total FY08 Amount Available:	\$	1,000,000
Total 2006 Full-Time Faculty in Nursing, Fall Term (9/10 mo basis) ¹		344
per faculty multiplier:	\$	2,907
Institutions with Accredited Nursing Programs		
	Faculty #	Resulting Total Distribution
SBTCE	191	555,233
Clemson	17	49,419
USC-Cola	31	90,116
MUSC	29	84,302
FMU	8	23,256
Lander	8	23,256
SCSU	7	20,349
USC-A	15	43,605
USC-Up	38	110,465
	344	\$ 1,000,000

¹ Source: Two-year faculty data reported by SBTCE; Four-year faculty data reported through CHEMIS.

CHE staff has begun to review available data regarding average salaries for nursing faculty and will work with the Committee to propose appropriate benchmarks at a later date.

Recommendation

The staff recommends that the Advisory Committee and the designee of the South Carolina Council of Deans and Directors of Nursing Education adopt the distribution methodology proposed above.