

CHE  
10/04/2007  
Agenda Item 4.02F

October 4, 2007

**MEMORANDUM**

**To:** Dr. Layton R. McCurdy, Chairman, and Members, Commission on Higher Education

**From:** Dr. Bettie Rose Horne, Chair, and Members, Committee on 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](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 R.N. 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 and other less-than-year appointments.

Given that there is \$1,000,000 in funding this year, the suggested methodology for this fiscal year is to allocate the total amount available by the total number of faculty (weighted for a 12 month appointment equal to 1 FTE and less-than-twelve-month appointments at less than 1 FTE.) 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 promote the intended goal expressed in the permanent legislation of bringing faculty salaries in South Carolina to the averages of peer institutions in areas where South Carolina's institutions compete for faculty. Should additional funds for this initiative become available in future years, a more comprehensive distribution model will be developed to take into account differences across institutions relative to average nurse faculty salary and average out-of-state peer faculty salaries by rank and educational sector as well as, and perhaps even more importantly, general employment salary data for nurses. CHE staff have already begun to review available national peer average salary data for nursing faculty by sector and rank and will continue to work with the member institutions of the Advisory Committee on Academic Programs (ACAP) with accredited nursing programs and the designee of the Deans and Directors to propose appropriate benchmarks, as might be appropriate for future years.

The following table 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 R.N. nursing program and the weighted FTE for those faculty (based upon 1 FTE=1 twelve-month full-time appointment.)

FY 2007-08 Proposed Allocation of Legislative Proviso 5A.27 to Enhance Nursing Faculty Salaries in South Carolina's Public Institutions of Higher Education				
Institution	Total Headcount	Total Weighted FTEs		FY 2007-08 Allocation
		% of Total		\$1,000,000
Clemson University*	24.00	18.00	6.19941%	61,994
U. S. C. - Columbia	31.00	24.60	8.47253%	84,725
Medical University of South Carolina**	31.00	31.00	10.67677%	106,768
Francis Marion University	8.00	6.25	2.15257%	21,526
Lander University*	9.00	6.75	2.32478%	23,248
South Carolina State University	7.00	6.25	2.15257%	21,526
U. S. C. - Aiken	15.00	11.25	3.87463%	38,746
U. S. C. - Upstate	38.00	28.75	9.90184%	99,018
Aiken Tech	8.00	6.00	2.06647%	20,665
Central Carolina Tech	11.00	8.25	2.84140%	28,414
Florence-Darlington Tech	15.00	11.25	3.87463%	38,746
Greenville Tech	45.00	33.75	11.62390%	116,239
Horry-Georgetown Tech	15.00	11.25	3.87463%	38,746
Midlands Tech	30.00	22.50	7.74927%	77,493
Orangeburg-Calhoun Tech	11.00	8.25	2.84140%	28,414
Piedmont Tech	9.00	6.75	2.32478%	23,248
Spartanburg Community College	9.00	6.75	2.32478%	23,248
Technical College of The Lowcountry	8.00	6.00	2.06647%	20,665
Tri-County Tech	13.00	9.75	3.35802%	33,580
Trident Tech	24.00	18.00	6.19941%	61,994
York Tech	12.00	9.00	3.09971%	30,997
Grand Total	373.00	290.35	100.00%	\$1,000,000

**Recommendation**

The Committee on Academic Affairs and Licensing commends favorably to the Commission adoption of the distribution methodology proposed above for FY 2007-08 only and recommends further that staff, in consultation with public institutions with nursing programs at the associate degree level above and in consultation with the representatives of the Deans and Directors of Nursing Education, develop a revised methodology for future years which contains appropriate salary benchmarks.

# CORRECTED ALLOCATION, REVISION 10/22/2007

**Addendum to CHE Item approved October 4 - Nursing Faculty Salary Enhancement Corrected Allocation  
Revised 10/22/07**

Analysis of Need	Total Headcount	Total Weighted FTEs		FY 2007-08 Allocation
			% of Total	\$1,000,000
Clemson University*	24.00	18.00	6.35%	63,470
U. S. C. - Columbia	31.00	24.60	8.67%	86,742
Medical University of South Carolina**	31.00	31.00	10.93%	109,309
Francis Marion University	8.00	6.25	2.20%	22,038
Lander University*	9.00	6.75	2.38%	23,801
South Carolina State University	7.00	6.25	2.20%	22,038
U. S. C. - Aiken	15.00	11.25	3.97%	39,669
U. S. C. - Upstate	38.00	28.75	10.14%	101,375
Aiken Tech	8.00	6.00	2.12%	21,157
Central Carolina Tech	11.00	8.25	2.91%	29,090
Florence-Darlington Tech	15.00	11.25	3.97%	39,669
Greenville Tech	45.00	33.75	11.90%	119,006
Horry-Georgetown Tech	15.00	11.25	3.97%	39,669
Midlands Tech	30.00	22.50	7.93%	79,337
Orangeburg-Calhoun Tech	11.00	8.25	2.91%	29,090
Piedmont Tech	9.00	6.75	2.38%	23,801
Spartanburg Community College***	-	-	-	-
Technical College of The Lowcountry	8.00	6.00	2.12%	21,157
Tri-County Tech	13.00	9.75	3.44%	34,379
Trident Tech	24.00	18.00	6.35%	63,470
York Tech	12.00	9.00	3.17%	31,735
<b>Grand Total</b>	<b>364.00</b>	<b>286.60</b>	<b>100.00%</b>	<b>1,000,000</b>

Notes:

\* Persons currently holding positions as "Lecturers" are included in the faculty counts in the Currently Proposed Distribution. They are not included in the Sector/Peer/Rank Distribution as their salaries are not included in CUPA data.

Clemson University - Included in the terms of contract for 9 month are 7 faculty members that have a rank of Lecturer

Lander University - Included in the terms of contract for 9 month is 1 faculty members that has a rank of Lecturer

\*\* Persons teaching in the Nurse Anesthetist program are included in the faculty counts in the Currently Proposed Distribution. They are not included in the Sector/Peer/Rank Distribution as their salaries as this is not an RN program.

\*\*\* The ADN program at Spartanburg Community College is not yet accredited and as is therefore not eligible to participate per 59-110-40(A)