Key Performance Indicators
Fall 2008

University of the Virgin Islands
Board of Trustees Meeting
November 1, 2008

Prepared by the Office of Institutional Research and Planning
Presentation Cycle for KPIs

Fall Meeting
“Current State of UVI”
- Enrollment (Fall)
- Student Profile
- Employee Profile
- Development

- Peer Comparisons, as available

Spring Meeting
“Mid-Year Review”
- Enrollment (Spring)
- Financial
- Research
- Development
- Facilities

- Peer Comparisons, as available
Summary of Academic Year
  - Highlight Year-Over-Year Comparisons
  - Progress Towards Strategic Goals
Peer Comparisons & Analysis
Performance Projections for Upcoming FY
Fall 2008 Cycle

- Employee Profile
  - Staff (Non-Faculty)
  - Faculty

- Development
Employee Indicators
Current Staff (Non-faculty) Profile
Fall 2008

- 380 Staff, \[ \uparrow \] 3%

- Turnover Rate – 1% salaried \[ \downarrow \] 2%
  2% hourly \[ \uparrow \] 1%

- Gender
  - Female 61% \[ \uparrow \] 1%
  - Male 39% \[ \downarrow \] 1%

- Ethnicity
  - Black 76% \[ \downarrow \] 0%
  - White 14% \[ \uparrow \] 3%
  - Hispanic 7% \[ \downarrow \] 2%
  - Asian 2% \[ \uparrow \] 1%
  - Other/Unknown 1% \[ \downarrow \] 1%
Faculty Profile
Fall 2008

- Faculty
  - Full-time/104 (3 on sabbatical + 3 on leave = 104)
  - Terminal Degree
  - Tenured
  - 113 Part-time
  - Student/Faculty Ratio

- Gender
  - Female 42% 5%
  - Male 58% 5%

- Ethnicity
  - Black 52% 1%
  - White 43% 2%
  - Asian 3% 0%
  - Hispanic 2% 1%
Full-time vs. Part-time Faculty
Fall 2006 - 2008
Peer Comparison
Tenured Faculty

2007 Peer Comparisons

<table>
<thead>
<tr>
<th>Rank</th>
<th>Peer Institution</th>
<th>Full-Time Faculty</th>
<th>Number Tenured</th>
<th>% Tenured</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>University of Puerto Rico</td>
<td>144</td>
<td>105</td>
<td>73%</td>
</tr>
<tr>
<td>5</td>
<td>Castleton State</td>
<td>88</td>
<td>52</td>
<td>59%</td>
</tr>
<tr>
<td>14</td>
<td>University of the Virgin Islands*</td>
<td>104</td>
<td>43</td>
<td>41%</td>
</tr>
<tr>
<td>17**</td>
<td>Mississippi University for women</td>
<td>136</td>
<td>43</td>
<td>32%</td>
</tr>
</tbody>
</table>

*Fall 2008 data
** Based on 17 peer institutions including UVI
### Peer Salary Comparisons

#### Fall 2007

<table>
<thead>
<tr>
<th>Rank</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>25 Percentile</th>
<th>75 Percentile</th>
<th>UVI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$56,194</td>
<td>$111,208</td>
<td>$73,121</td>
<td>$61,766</td>
<td>$79,128</td>
<td>$80,978</td>
</tr>
<tr>
<td>Associate</td>
<td>$47,889</td>
<td>$82,263</td>
<td>$59,055</td>
<td>$51,621</td>
<td>$65,821</td>
<td>$62,091</td>
</tr>
<tr>
<td>Assistant</td>
<td>$39,479</td>
<td>$70,574</td>
<td>$49,166</td>
<td>$45,096</td>
<td>$51,472</td>
<td>$56,828</td>
</tr>
<tr>
<td>Instructor</td>
<td>$33,660</td>
<td>$68,970</td>
<td>$43,320</td>
<td>$38,723</td>
<td>$46,309</td>
<td>$41,783</td>
</tr>
</tbody>
</table>

**VISION 2012 S.G. 2A.1.** Establish compensation adjustment policy guidelines, and implement compensation adjustment plan for staff and faculty by 9/30/2006.
# National* vs. UVI Faculty Salaries by Carnegie Classification

## Category IIB: Baccalaureate Public 4-Year Institutions 2007-2008

<table>
<thead>
<tr>
<th>Rank</th>
<th>1+</th>
<th>1</th>
<th>UVI</th>
<th>2</th>
<th>UVI</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Professor</strong></td>
<td>$113,125</td>
<td>$86,734</td>
<td><strong>$80,978</strong></td>
<td>$75,916</td>
<td><strong>$67,900</strong></td>
<td>$59,155</td>
<td></td>
</tr>
<tr>
<td><strong>Associate</strong></td>
<td>$83,451</td>
<td>$68,847</td>
<td><strong>$62,091</strong></td>
<td>$61,332</td>
<td><strong>$56,419</strong></td>
<td>$50,773</td>
<td></td>
</tr>
<tr>
<td><strong>Assistant</strong></td>
<td>$67,053</td>
<td>$57,291</td>
<td><strong>$56,828</strong></td>
<td>$51,507</td>
<td><strong>$48,402</strong></td>
<td>$43,937</td>
<td></td>
</tr>
<tr>
<td><strong>Instructor</strong></td>
<td>$55,817</td>
<td>$48,525</td>
<td><strong>$43,464</strong></td>
<td><strong>$41,783</strong></td>
<td>$40,379</td>
<td>$36,828</td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:** The scale is based on the distribution of 1,386 reporting institutions by average salary for 2007-2008. The figures cover full-time member of the instructional staff. The salaries are adjusted to a standard nine-month work year. Percentile rankings are as follows. 1+ = 95th percentile; 1=80th percentile; 2-60th percentile; 3=40th percentile; 4=20th percentile. An average salary of $78,000 for the rank of professor would be rated in the second percentile.

*Source: AAUP Faculty Salary Survey*
Development
Annual Contributions

- 2007-08 – Goal – 1.8M
  - Giving: 104%
  - Cash: 73%
  - Gifts-in-Kind: 1,212%

<table>
<thead>
<tr>
<th>Year</th>
<th>Gifts In Kind</th>
<th>Cash</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>05-06</td>
<td>1,130</td>
<td>1,500</td>
<td>2,088</td>
</tr>
<tr>
<td>06-07</td>
<td>894</td>
<td>1,700</td>
<td>919</td>
</tr>
<tr>
<td>07-08</td>
<td>1,547</td>
<td>1,800</td>
<td>1,875</td>
</tr>
</tbody>
</table>

Graph showing contributions and comparisons.
Alumni Contributions
FY 2007 - 2008
(Oct. 01, 2007 – Sept. 30, 2008)

  - $37,050 in Contributions, 17%
  - Average Gift = $156, 21%

Vision 2012 - S.G 2.F. Strengthen relationships with alumni ....
% Alumni Who Contributed
FY 2007 - 2008
(Oct. 01, 2007 – Sept. 30, 2008)

- 238 Alumni Contributed

Vision 2012 - S.O. 2.F. Strengthen relationships with alumni ....
% Trustees Who Contributed
FY 2007 - 2008

Oct. 2007 to Sept. 2008
- $42,555 Total Contribution
- 80%
- 37%/100% or 17/17
- 6%, Avg. Gift = $2,503;
Thank you!

Office of Institutional Research and Planning

http://faculty.uvi.edu/iresearch/