

# Group 4

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# Compensation Information

- Comparing the average salaries of full time professors at PSU vs. other universities

Institution	Salary
PSU	\$98,520.00
UCLA	\$111,711.11
CSU	\$118,069.00
UW	\$120,682.82
Yale	\$198,383.00
Harvard	\$198,400.00

# Other Employment Opportunities Available

- Private Sector vs. PSU (takes talent away from the academic world)
  - Intel
  - Nike
  - Columbia
- Creates a competitive hiring environment

# Increasing Enrollment

## Statistics

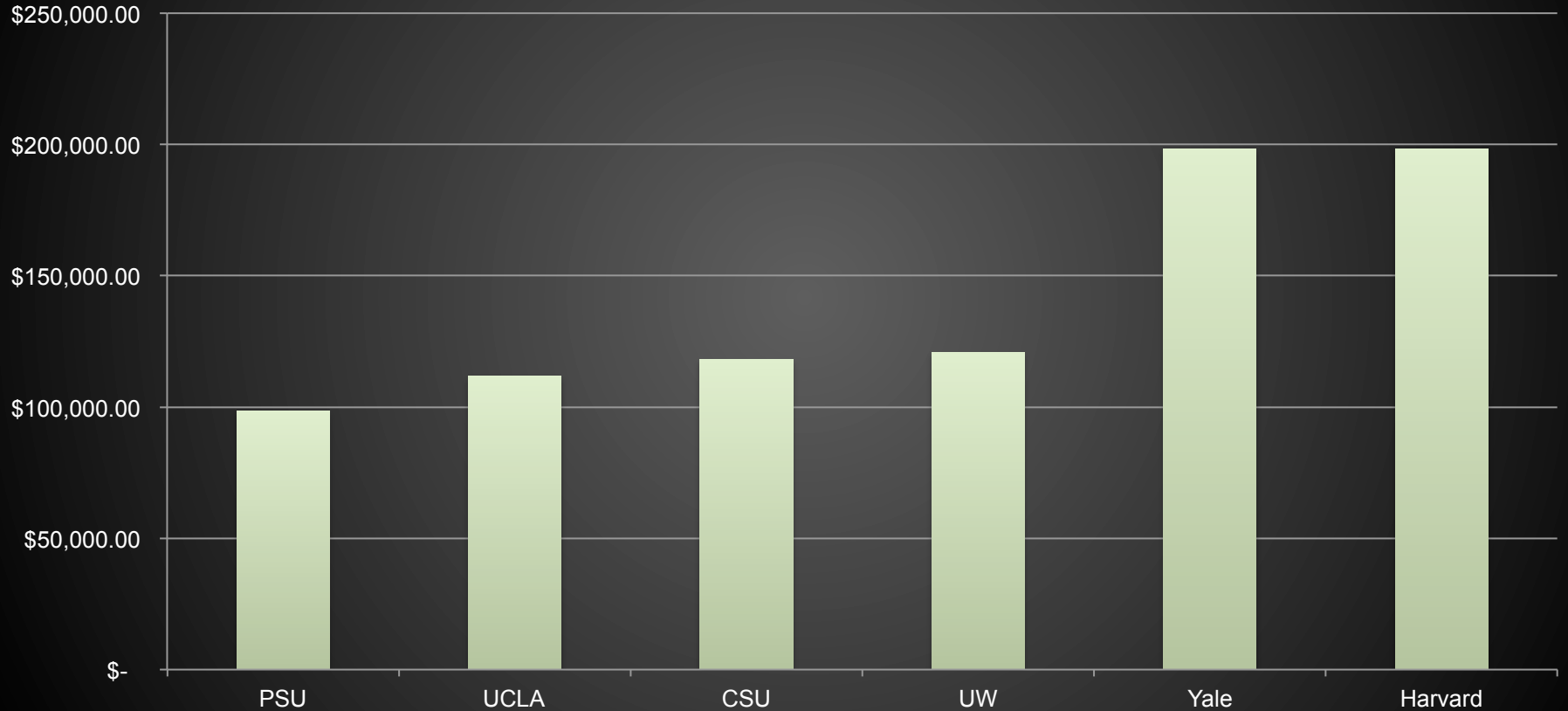
- 2001 – 2011 Enrollment increased 32%, from 15.9m to 21m
- Most of this growth was in younger (18 – 24) full time students
- CITE NCES

# Problem Definition

**Gaps:** There is a salary gap between PSU and other competing universities, which makes it difficult to attract talent to the college.

**Causes:** The inadequate compensation and benefits packages offered to incoming faculty members.

# Professor Salaries



# Problem Statement

PSU's inability to attract experienced professors and other faculty members is caused by the fact that they offer noncompetitive compensation rates.

# Solution 1

Increase wages and benefits available to faculty members. This solution would involve funds being either reallocated or increased overall.



## **Solution 2**

Advocating / lobbying to get more funding for PSU's academic activities, that could be used for human resources and hiring objectives.

## **Solution 3**

Work to attract international students to increase tuition funding and help improve the image of the school.

# Recommendation

We recommend that the compensation and benefits offered to incoming and tenured instructors be increased to competitive levels. This will help the university retain talented professors and attract effective new hires.

# Conclusion

If the college were to increase compensation to an average of \$105,000 for professors, it would constitute a 6.6% increase in average salary. This salary increase could be imposed to other teaching faculty members to accomplish the same objective of attracting and retaining talented employees.