



Florida Agricultural and Mechanical University
Board of Trustees Information Item

Meeting Date: October 2, 2013

Agenda Item: _____

Committee
Academic Affairs

Subject: Specialized Accreditation Issues

Summary: Proposed Options for Removing Noncomplaint Status for ACPE and National Engineering Faculty Salary Comparison

Proposed Options for Removing Noncompliant Status for ACPE Standards 24 and 30

Background and Justification:

The College of Pharmacy received noncompliance for ACPE Standard 24 and partially compliant for ACPE Standard 30 when evaluated by the American Council on Pharmacy Education. The ratings were out of compliance due to unacceptably low salaries which are well below the state and national averages and considerably less than the 25th percentile. A shortened term was awarded and the College was given two years to develop and implement a plan prior to the return visit in October 2014. We are currently in the first year. If no plan has been implemented by the visit in AY 2014-15, accreditation for one year with public probation will be given according to ACPE standards.

Proposed options to provide for salary equity

Plan A:

Request special appropriation during Spring 2014 from Florida Legislature to adjust pharmacy faculty to 25th percentile according to 2012-2013 American Association of Colleges of Pharmacy annual salary survey. Estimated amount required to add \$995,947.00. Salary increase to begin fall term 2014 (same semester as focal site visit to evaluate progress towards removing noncompliance which will be reported at the AACP Board of Directors meeting in January 2015. Current accreditation status is good through June 2015.

Plan B:

Request Tuition Increase

Request tuition increase for P3 and P4 students by 15% beginning Fall 2014, which will result in the following:



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Utilizing the difference between current tuition and a 15% increase would result in the following dollars that could be used for salary adjustments:

- AY 2014-2015 --- \$562,015.22
- AY 2015-2016 --- \$752,112.18
- AY 2016-2017 --- \$799,575.57 at full implementation (180 students)
 - \$200,000 required to obtain 25th percentile for AY 2012-13
 - Excludes Institute of Public Health since salaries were not cited as an issue by CEPH (Additions will be needed to accommodate if desired).

Justification: ACPE accreditation evaluators compiled the comparisons to other pharmacy schools to demonstrate that tuition for pharmacy school at FAMU is incredibly low accounting for lack of money to support faculty salaries at current national rates and that this impacts employment of qualified experienced faculty. The table is presented below:

School/College	In-State Tuition and Fees
Auburn	\$20,006
Samford – McWhorter School of Pharmacy	\$31,790
Lake Erie College of Osteopathic Medicine	\$20,965
Nova Southeastern College of Pharmacy	\$27,715
Palm Beach Atlantic	\$32,000
University of Florida	\$21,943
University of South Florida	\$16,610
Mercer University	31,472
Philadelphia College of Osteopathic Medicine School of Pharmacy	\$32,127
South University School of Pharmacy	\$31,935
University of Georgia	\$14,092
Florida A&M University	\$5,161**

** Includes tuition from 1st and 2nd professional year
3rd and 4th professional year is at prevailing graduate tuition rates

National Engineering Faculty Salary Comparison

FAMU-FSU College of Engineering
Oklahoma Faculty Salary Survey (based on Fall 2012 data)

		RANK	RATE
BUDGET	UNIV. AFFILIATION	ASSISTANT PROFESSOR	AVERAGE SALARY
Joint E&G	FAMU Faculty	3	\$ 80,000.00
Joint E&G	FSU Faculty	7	\$ 78,115.20
FSU E&G	FSU Faculty	8	\$ 79,851.79
NATIONAL AVERAGE FOR ASSISTANT PROFESSORS			\$ 83,164.00
		ASSOCIATE PROFESSOR	AVERAGE SALARY
Joint E&G	FAMU Faculty	11	\$ 86,600.08
Joint E&G	FSU Faculty	10	\$ 86,496.96
FSU E&G	FSU Faculty	5	\$ 86,310.93
NATIONAL AVERAGE FOR ASSOCIATE PROFESSORS			\$ 96,517.00
		PROFESSOR	AVERAGE SALARY
Joint E&G	FAMU Faculty	7	\$ 100,401.38
Joint E&G	FSU Faculty	10	\$ 114,379.52
FSU E&G	FSU Faculty	16	\$ 115,196.49
NATIONAL AVERAGE FOR PROFESSORS			\$ 138,280.00

** Average Salary based on COE Salaries as of 09/27/2013

*** National Average based on Fall 2011-2012 Oklahoma Faculty Salary Survey