

Date of Board Meeting: October 15, 2024**Subject:** Increase Associate Degree Nursing (ADN) Full-Time Faculty Compensation**Recommendation:** Approve Market Stipend for Full-Time (FT) ADN Faculty, effective Nov. 1, 2024**Background and Rationale:**

With the recent resignation of six full-time Associate Degree Nursing (ADN) faculty, and the extremely low number of applicants interested in the open positions (received one application after 385 hits on the posting for 9-month position), WCJC must increase its compensation to attract and retain full-time ADN instructors. Since 2015, WCJC has added 10 steps (\$5,000) to ADN salaries per Board of Nursing citation to attract and retain ADN faculty. This compensation is no longer adequate.

WCJC HR Department conducted a study of nursing salaries of 11 area community colleges. The results showed that most of the colleges added market premiums of various types to ADN faculty salaries such as annual stipends of \$4,500, \$5250, \$6,000, \$9,000, \$18,000 and so on, to make this high demand field more attractive to nurse educators. Due to the varied amounts of these stipends, the minimum salary (excluding stipends/bonuses) was used to determine a more congruent comparison of compensation. The minimum salaries ranged from \$42,742 to \$56,210 for nine-month contracts. WCJC ranked nine (9) out of 11 with a minimum salary of \$48,550.

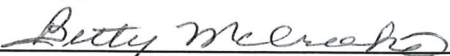
The request is to increase ADN full-time faculty compensation by adding a market stipend of \$5,000 to 9-month, \$5800 to 10.5-month, and \$6700 to 12-month contracted ADN faculty salaries (above the current 10-step incentive). The increase changes the minimum salary for a 9-month ADN faculty from \$48,550 to \$53,550 and places WCJC third in the ranking among the 11 colleges.

The increase adds \$25,800 to the cost of filling the five vacant positions of which contract lengths include four 9-month and one 10.5-month. The increase to the current six FT faculty contracts totals \$35,000 (two each with 9-month, 10.5-month, and 12-month contracts). Total cost for FY25 is \$60,800. A college-wide salary study is planned in spring 2025 and all faculty compensation will be analyzed at that time.

Cost and Budgetary Support: Additional \$60,800 for AY25 from unused salaries from vacated positions**Strategic Priority Alignment:**
 Student Success Community Impact
 Resource Optimization Institutional Excellence**Resource Person(s):** Leigh Ann Collins, Vice President of Instruction**Signatures:****Leigh Ann Collins**Digitally signed by Leigh Ann Collins
Date: 2024.09.27 12:19:45 -05'00'

Cabinet-Level Supervisor

Date

President's Approval:

President

10/9/2024
Date