

# Key Performance Indicators Fall 2008

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





# Presentation Cycle for KPIs

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## 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



# Presentation Cycle for KPIs Cont'd...

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## Summer Meeting

### *"Academic Year in Review"*

- Summary of Academic Year
  - Highlight Year-Over-Year Comparisons
  - Progress Towards Strategic Goals
- Peer Comparisons & Analysis
- Performance Projections for Upcoming FY



# Fall 2008 Cycle

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





- Employee Profile
  - Staff (Non-Faculty)
  - Faculty
- Development
  - Oct. 01, 2007 – Aug.31, 2008



# Employee Indicators

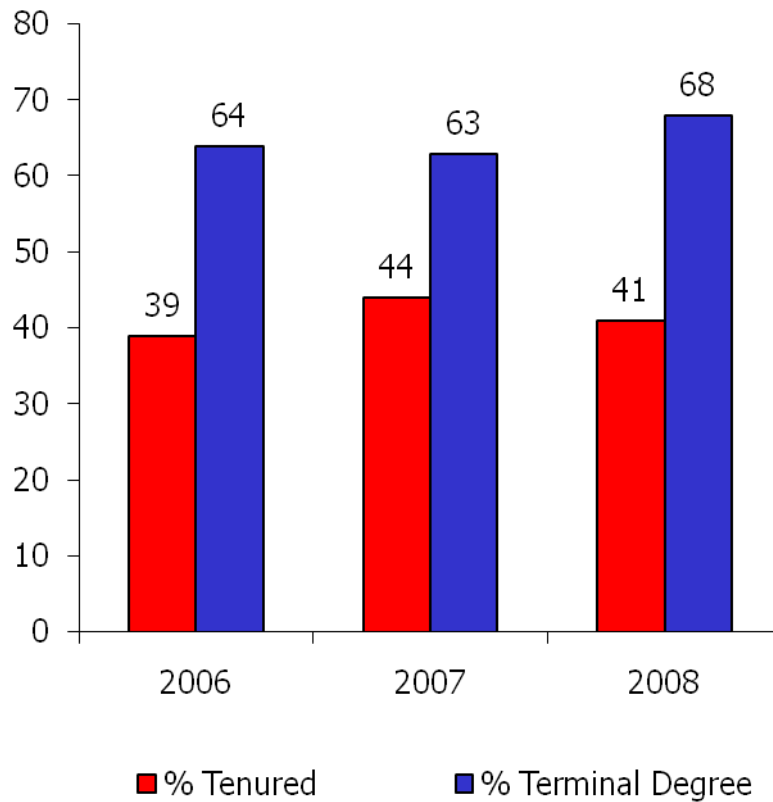
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# Current Staff (Non-faculty) Profile Fall 2008





- 380 Staff,  3%
- Turnover Rate – 1% salaried  2%  
2 % hourly  1%
- Gender
  - Female 61%  1%
  - Male 39%  1%
- Ethnicity
  - Black 76%  0%
  - White 14%  3%
  - Hispanic 7%  2%
  - Asian 2%  1%
  - Other/Unknown 1%  1%

# Faculty Profile



## Fall 2008







### Faculty

- Full-time/104  4%  
(3 on sabbatical + 3 on leave = 104)
- Terminal Degree  5%
- Tenured  3%
- 113 Part-time  10%
- Student/Faculty Ratio

### Gender

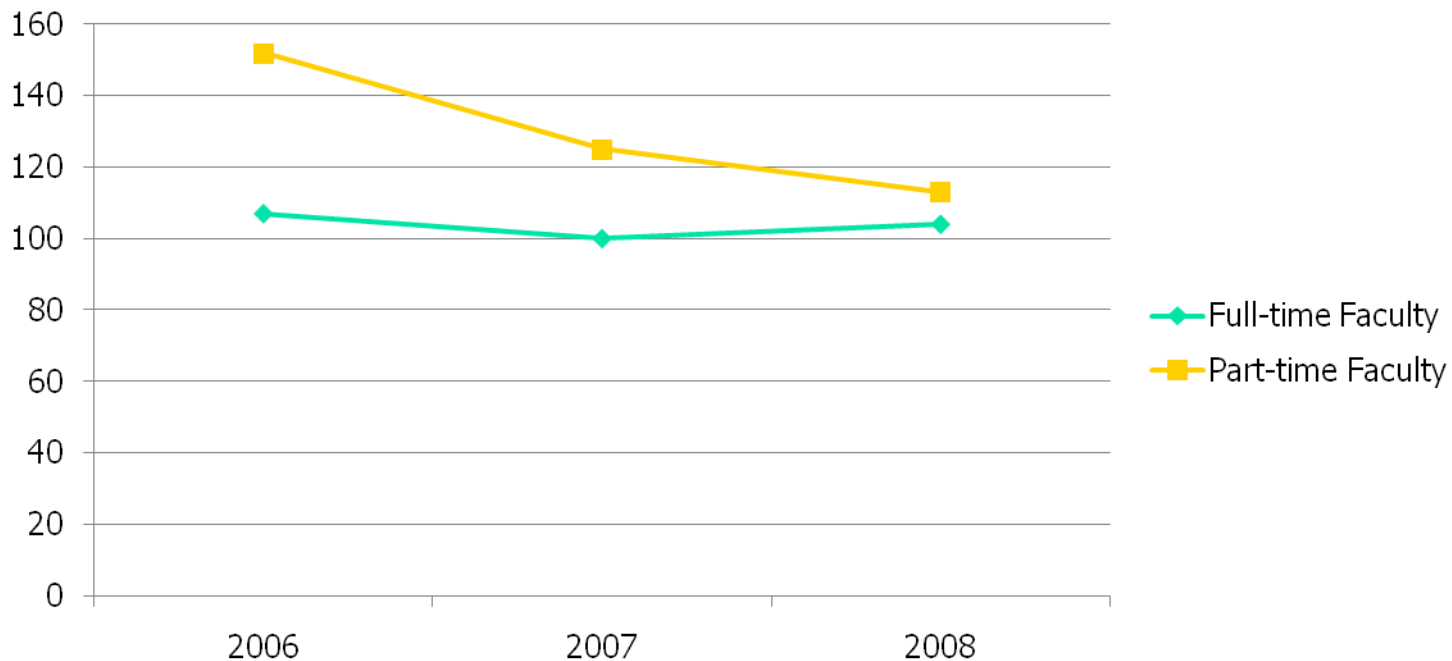
- Female 42%  5%
- Male 58%  5%

### 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

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

\*Fall 2008 data

\*\* Based on 17 peer institutions including UVI

# Peer Salary Comparisons

## Fall 2007

### Peer Salary Comparison

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

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

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

**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

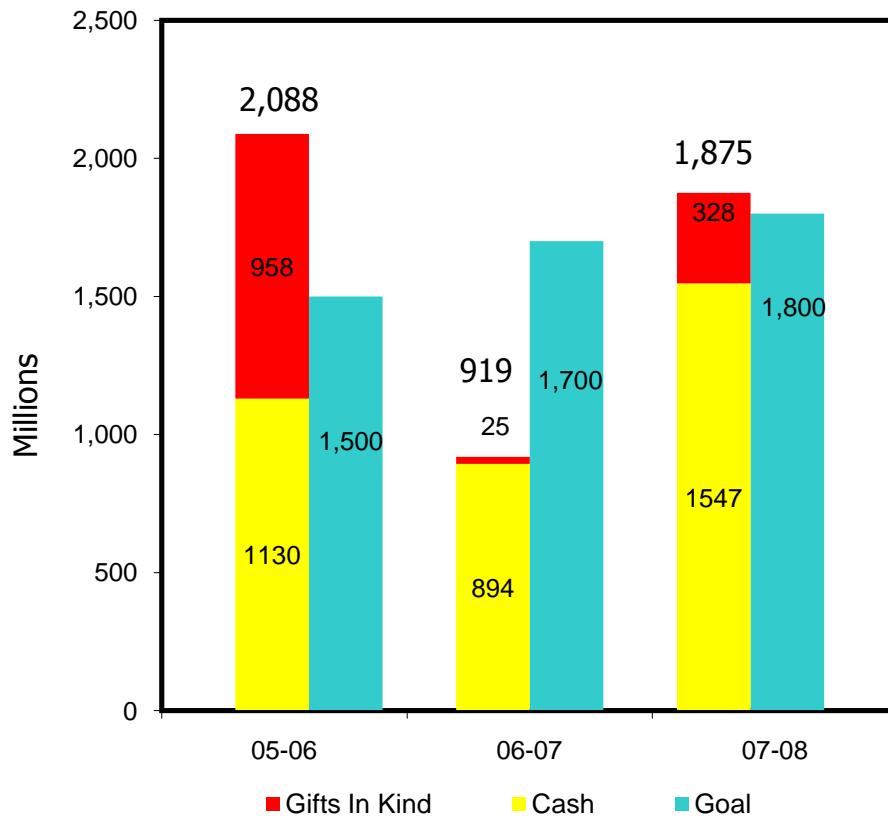


# Development

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# Annual Contributions

FY 2007 - 2008 (Oct. 01, 2007 to Sep. 30, 2008)  
with FY 2005 – 2007 Comparisons



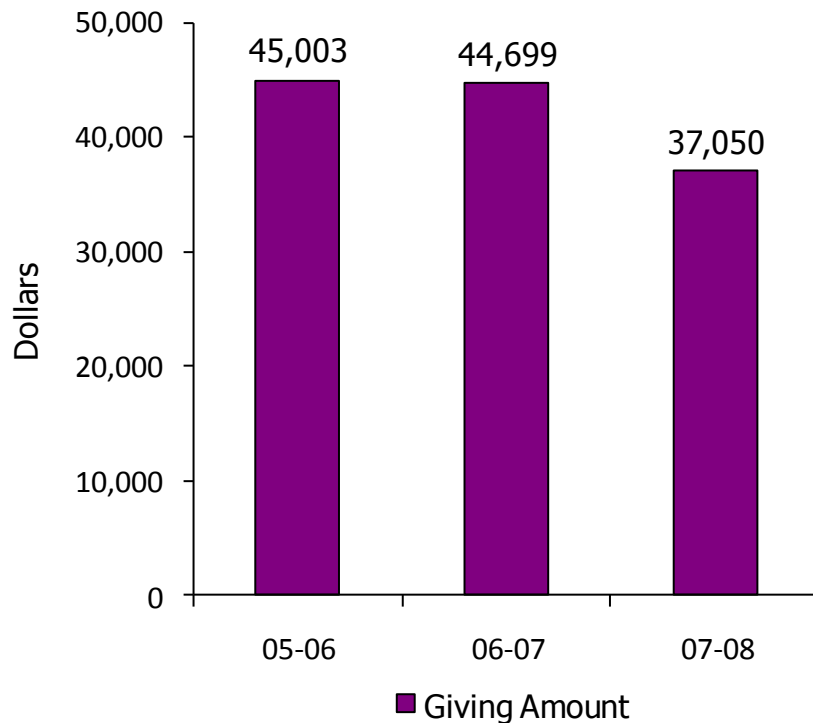
■ 2007-08 – Goal – 1.8M

- Giving ↑ 104%
- Cash ↑ 73%
- Gifts-in-Kind ↑ 1,212%

# Alumni Contributions

## FY 2007 - 2008

(Oct. 01, 2007 – Sept. 30, 2008)



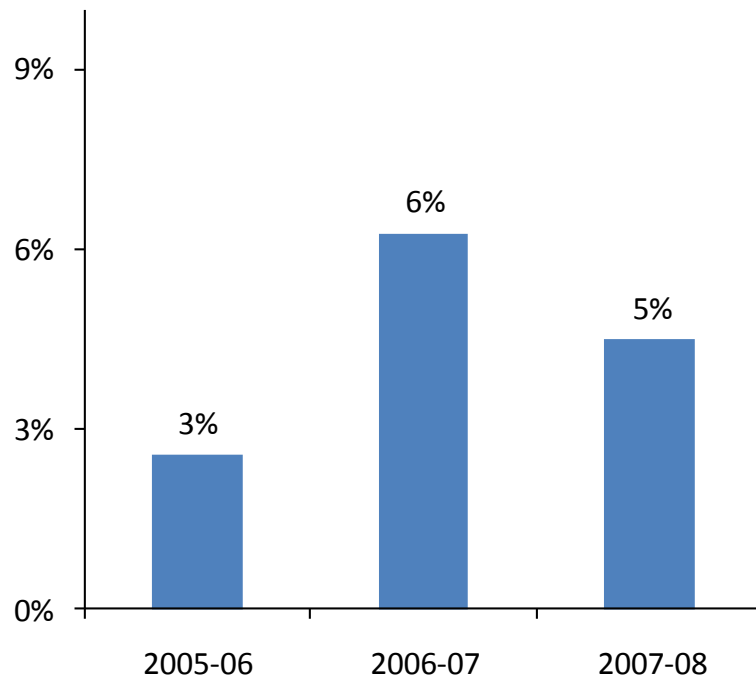
- Oct. 2007 to Sept. 2008
  - \$37,050 in Contributions, ↓ 17%
  - Average Gift = \$156, ↑ 21%

Vision 2012 - S.G 2.F. Strengthen relationships with alumni ....

# % Alumni Who Contributed

FY 2007 - 2008

(Oct. 01, 2007 – Sept. 30, 2008)



■ Percent Giving

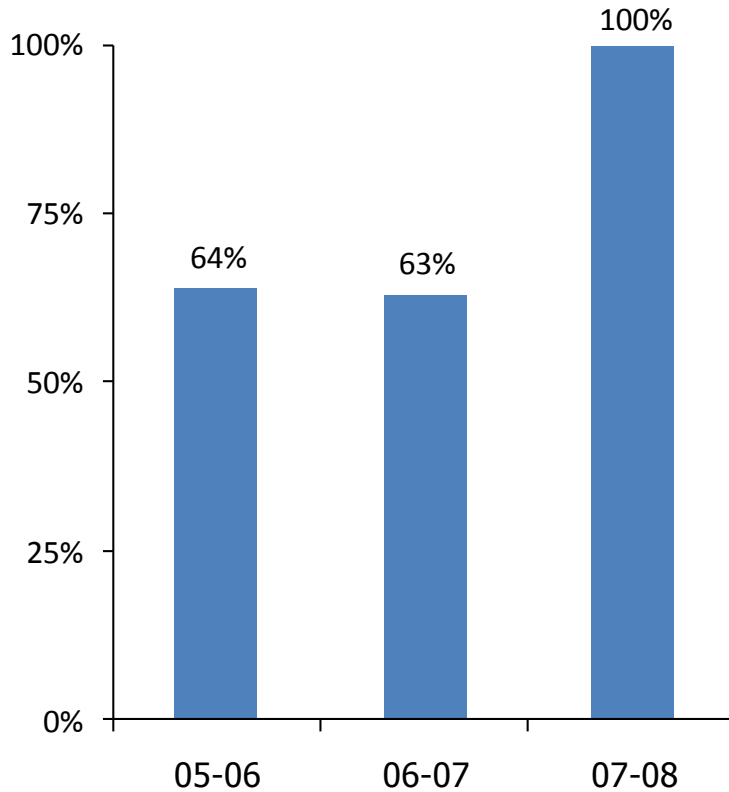
- Oct.01,2007 – Sept.30,2008
- 238 Alumni Contributed ➔

Vision 2012 - S.O. 2.F. Strengthen relationships with alumni ....

# % Trustees Who Contributed

FY 2007 - 2008

Oct. 01, 2007 – Sep. 30, 2008



■ Percent Giving

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





# Thank you!

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Office of Institutional Research and Planning

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