

1. Faculty at UCF are overburdened – no one can deny that. We have almost the largest student to faculty ratio of the 600 or so registered places of higher education. The average is 14/1; UCF has 29/1. By a simple math an average faculty member.
 - a. Show The Palm Beach Post article.
 - b. National Center for Education Statistics <https://nces.ed.gov/programs/coe/indicator/csc>

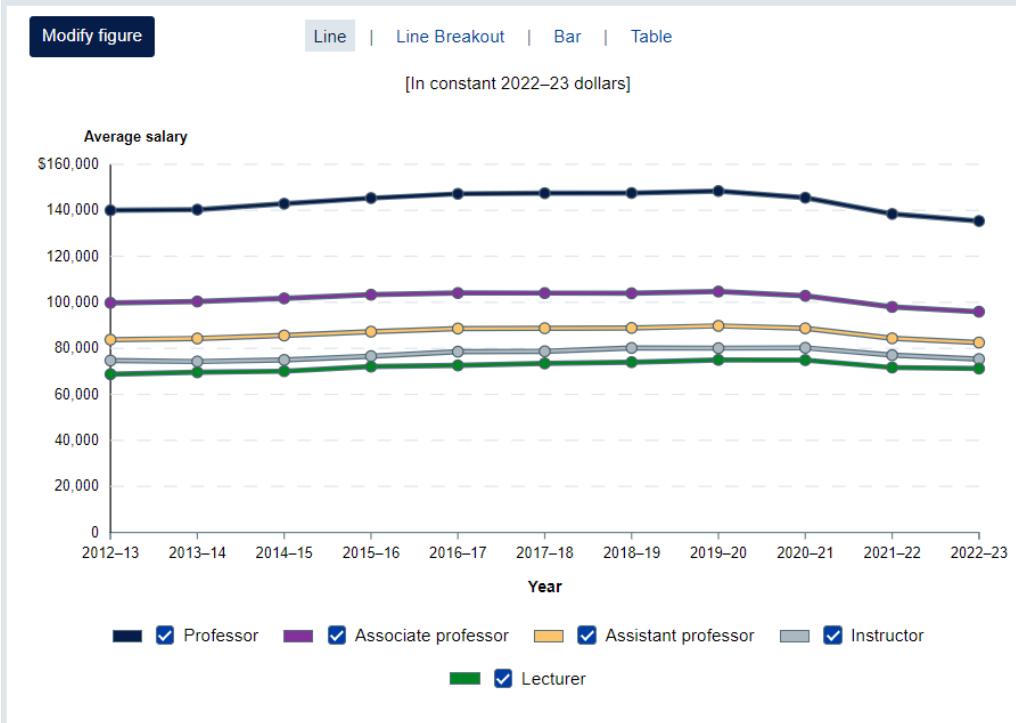
The ratio of full-time-equivalent (FTE) students to FTE faculty at degree-granting postsecondary institutions was lower in fall 2022 than in fall 2011 (13:1 vs. 16:1).² By control and level (i.e., 2-year or 4-year) of institution, the FTE student-to-faculty ratio in fall 2022 was

- 23:1 at private for-profit institutions;³
- 17:1 at public 2-year institutions;
- 14:1 at private nonprofit 2-year institutions;
- **14:1 at public 4-year institutions; and**
- 10:1 at private nonprofit 4-year institutions.

2. This brings me to the issue of salaries, even before we talk about raises.

We must address the issue of minimum salary for a PhD lecturer/instructor. Our sister institutions have done that. Why can't we?

Figure 5. Average salary of full-time instructional faculty on 9-month contracts at degree-granting postsecondary institutions, by academic rank: Academic years, 2012–13 through 2022–23



NOTE: Data represent the 50 states and the District of Columbia. Data are for degree-granting institutions and U.S. service academies. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Data exclude instructional faculty at medical schools. Data include imputations for nonrespondent institutions. Salaries are reported in constant 2022–23 dollars, based on the Consumer Price Index (CPI), prepared by the Bureau of Labor Statistics, U.S. Department of Labor, adjusted to an academic year basis. Figures are plotted based on unrounded data. Some data have been revised from previously published figures.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), IPEDS Spring 2013 through Spring 2022 (final data) and Spring 2023 (provisional data), Human Resources component, Salaries section. See *Digest of Education Statistics 2023*, table 316.10.