

Faculty Compensation Committee Report, 2017

Submitted to the Resource Policies and Allocations Council

Introduction

The Faculty Compensation Committee report focuses on four general but impactful topics that affect the Iowa State University Faculty. The first topic is salary comparisons. The second topic addresses enrollment growth. The third topic discusses gender/minority salary equity. Fourth is an overall summary of faculty economic and morale issues. The most current information available to the committee was utilized throughout this report.

Salary Comparisons

The total average salary increases at Iowa State University since the Great Recession of 2008-2009 are shown in Figure 1. These numbers reflect all salary adjustments including performance retention, market, and promotion. Salary increases have bounced around considerably and averaged 2.3 percent during the time period shown. The low increase in 2015-2016 was countered with the 3.8 percent increase for 2016-2017. ISU faculty were appreciative of the administration's efforts in providing the 3+ percent average salary increase for 2016-2017. Given recent budget developments the salary increase for 2017-2018 is unknown and is represented in Figure 1 with a dashed line headed downward.

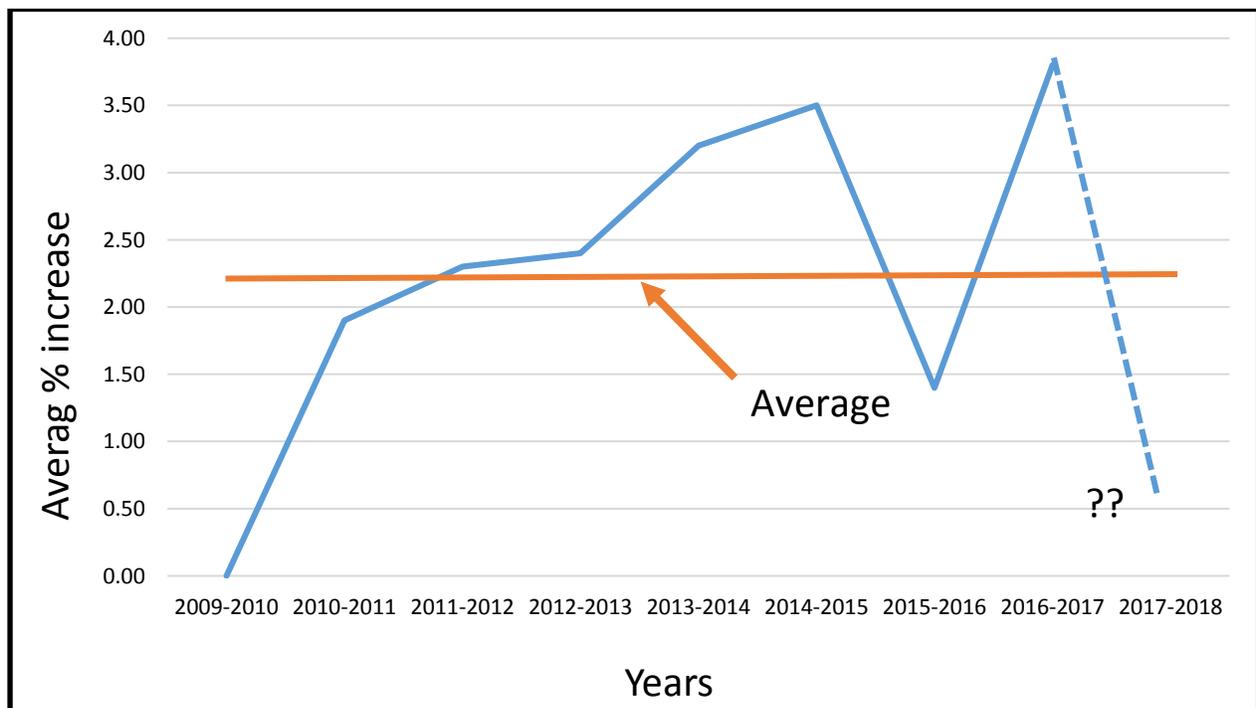


Figure 1. Annual salary increases at ISU from 2009 to present.

A comparison of ISU salaries with our Peer Land Grant Universities is shown in Table 1. A number of trends can be discerned in this table. At the university level ISU salaries continue to be below the average of the Peer group, at only 93% of the peer average for 2015-2016. While some gains were made in 2010 to 2012, these gains were given back in subsequent years with ISU losing ground compared to its peers from 2009/2010 to 2015/2016. For each of the colleges, the trends generally indicated losing ground during the time frame shown, with the exception of humanities, design and human sciences. Most of the colleges stayed rather consistent over the seven year time frame, with the exception of Agriculture & Life Sciences, which lost 8% relative to the peer group. ISU has historically been at the bottom of the Peer 11 group in salary comparisons.

Table 1. Faculty Comparative Index, Peer Land Grant Universities Faculty Salary Comparisons

	AY 09/10	AY 10/11	AY 11/12	AY 12/13	AY 13/14	AY 14/15	AY 15/16	Change from 09/10
University	0.95	0.98	0.97	0.94	0.94	0.94	0.93	-.02
Agriculture & Life Sciences	1.03	1.06	1.03	1.02	1.00	0.97	0.95	-.08
Engineering	1.02	1.05	1.04	1.01	1.02	1.03	1.00	-.02
Liberal Arts & Sciences	0.88	0.90	0.89	0.87	0.88	0.89	0.87	-.01
Science and Math	0.92	0.94	0.93	0.90	0.89	0.90	0.89	-.03
Social Sciences	0.87	0.87	0.86	0.84	0.83	0.84	0.81	-.06
Humanities	0.82	0.83	0.83	0.83	0.88	0.90	0.87	.05
Vet Med	1.04	1.09	1.08	1.02	1.04	1.00	1.01	-.03
Design	0.94	0.96	0.95	0.92	0.93	0.93	0.95	.01
Business	0.86	0.87	0.87	0.85	0.87	0.84	0.83	-.03
Human Sciences	0.93	0.96	0.96	0.95	0.97	0.96	0.96	.03

Enrollment Growth

Since 2009 ISU has had eight consecutive years of record enrollment. As Figure 2 shows, there are nearly 10,000 more students attending ISU in the fall of 2016 than in the fall of 2009, an increase of over 30 percent. During this time the administration has made great efforts to increase faculty numbers also, to try to keep the student to faculty ratio from exploding higher. Despite these efforts the student numbers have been increasing faster than faculty hiring. Over the past few years much discussion has occurred about enrollment management to address the increasing numbers. Despite increasing faculty numbers and enrollment management discussions, the pressures upon faculty to teach greater numbers of students, to accrue research support, and to fulfill extension/outreach obligations continue to wear upon the professoriate and negatively impact faculty morale. The pressures on faculty with the ever increasing enrollments of the past several years have not been alleviated by the net increase in faculty numbers.

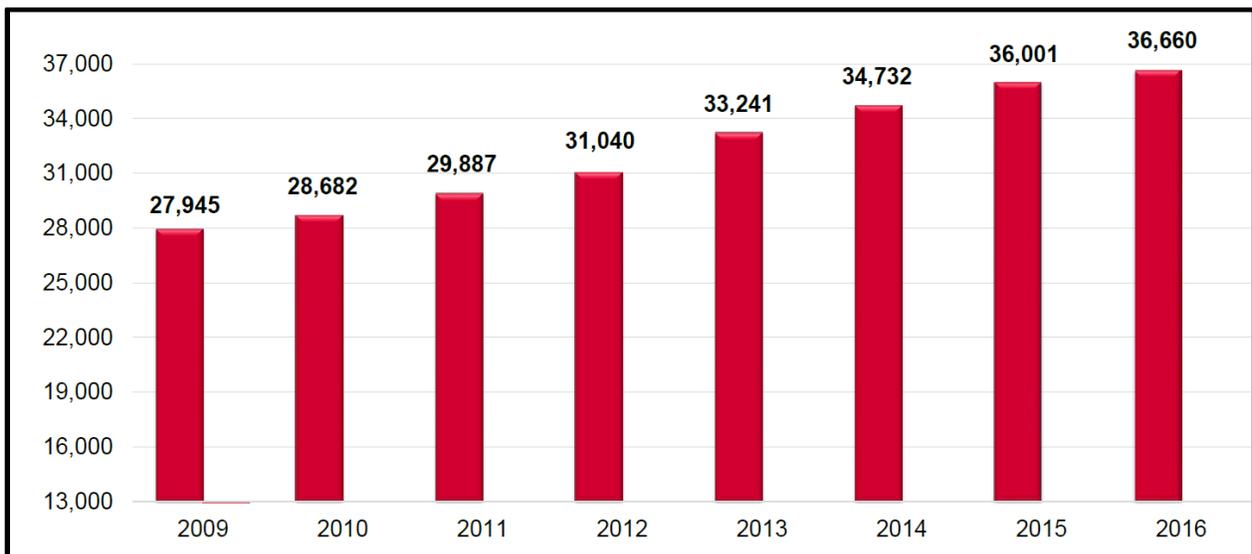


Figure 2. ISU enrollments from 2009 to 2016.

Perhaps no graphic shows the quandary better than Figure 3, which shows the increasing student numbers at ISU along with the change in state appropriation per resident student from 2008 to 2016. From \$12,705 per resident student in 2008, state appropriations have dropped to \$9,421 per resident student in 2016, a 26 percent drop. Although total state appropriations have increased over the time frame considered, when viewed in light of the great growth in the student numbers, the declining appropriations per resident student have not kept pace with the costs of educating those students. Although the dollars per resident student have been fairly steady over the past six years, it is clear that the state appropriation is not in line with past support.

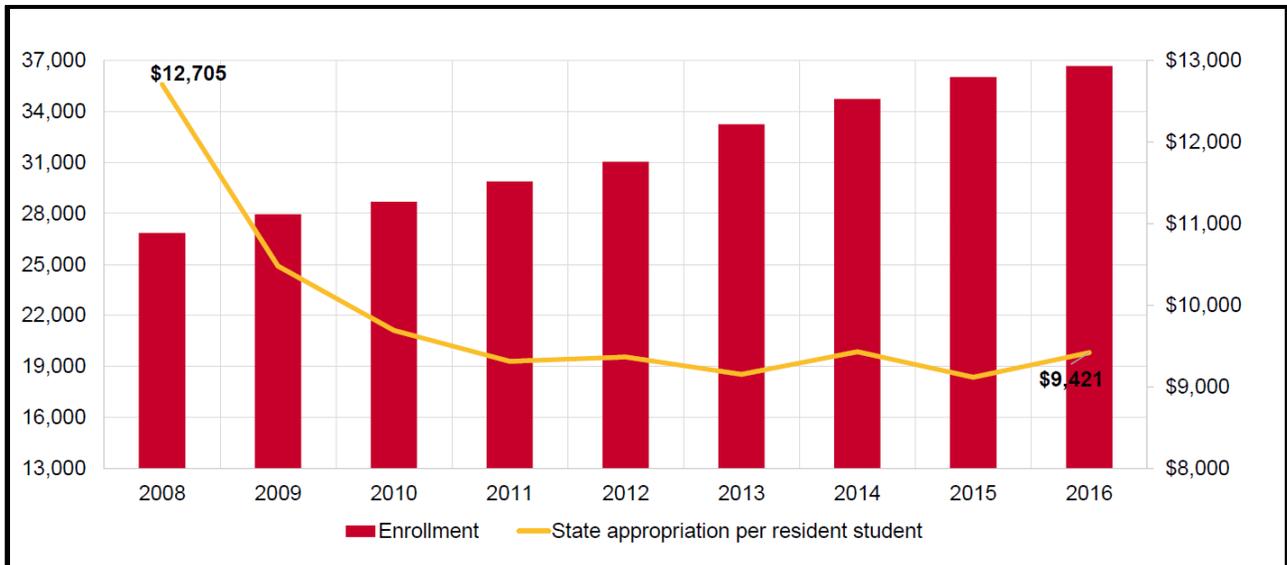


Figure 2. ISU enrollment growth versus state appropriation per resident student from 2008 to 2016.

Gender/Minority Equity in Salaries Study

At the beginning of the fall 2016 semester, the compensation committee discussed having a focus on gender and minority salary issues due to the perceived salary variations of this group. In concert with administration efforts, a Gender/Minorities Equity in Salaries study was proposed to be conducted during the academic year by hiring a professional group to conduct the study. A professional group was desired due to the intricacies involved in determining the reasons for variations in salaries in colleges and departments affecting women and minorities. Although efforts to obtain an outside consultant to conduct the study began rather early in the fall semester, as of early April 2017 a vendor has not been brought on board to conduct this study. The committee is dismayed that this study has not progressed during the year.

Summary

Faculty at Iowa State University are dedicated, hardworking and concerned about providing students an excellent educational experience. However, faculty continue to be challenged by the economic climate, lack of support and continuing “requests” to do more with less. Faculty continue to be concerned about their ability to perform at historic highs and then sustain these levels given increasing student enrollment and only modest increases in tenure track faculty numbers. The low level of compensation when compared to our peer institutions and issues reflecting faculty wellbeing and work life balance, leads to increasing concern about the future morale for faculty at ISU.