



IOWA STATE UNIVERSITY
Faculty Senate

Date: April 26, 2021
To: Carol Faber, Faculty Senate President
RE: Faculty Compensation Committee Annual Report
CC: Sherri Angstrom

Committee Charge: The Faculty Compensation Committee has two major charges: (1) To track faculty salaries and annual salary increases at ISU and at our peer institutions and to provide an annual report on the status of faculty salaries to the RPA Council; and (2) to examine and recommend changes to university policies and procedures for determining annual faculty salary increases and changes in benefits.

2020-2021 Council Membership: Vern Schaefer, Chair; Steve Bell, CALS; Tony Townsend, BUS; Emily Morgan, DES; Tim Bigelow, ENG; Elizabeth McNeill, HSC; Jarec Niemi, LSA ; Doug Jones, VET; Pam Cain, Bus & Finance (ex-officio); Dawn Bratsch-Prince, Provost Office (ex-officio).

The committee discussed/addressed the following topics during the 2020-2021 period.

1. In May of 2020, some faculty members had a discrepancy between spring semester pay and summer pay for the second half of May, that resulted in people receiving 2.5% less for the month of May. This issue to do with looking at days/month vs weeks/month and how nine-month versus summer pay was figured in Workday. The committee raised the issue with administration and the missing 2.5% pay was restored to affected faculty and the issue was fixed in Workday.
2. The committee continued to follow-up on the gender/diversity pay equity study conducted by Aon several years ago. In the fall of 2020 Provost Wickert provided a summary of the Aon report results to the faculty senate, which indicated that only a few cases of pay inequity had been found, and these were later resolved at college levels. In the Spring of 2021 the committee had additional discussion on pay equity and the following recommendation to the RPA Council regarding salary studies:

It is recommended that Iowa State University undertake regular faculty equity studies to determine factors affecting faculty pay and means of mitigating inequities that may be systematic within the university. Such factors may include, but are not limited to, gender, ethnicity, age, disciplines, sub-disciplines, experience, length of service, and others. It is recommended that a consistent methodology be developed with input from the faculty through the Faculty Senate and ISU's administration

through appropriate channels. The results of these faculty equity studies should be readily available to interested persons through online dashboards or similar means.

While the initial institutional study may entail significant effort due to development of the methodology, it is anticipated that updating of the study would require considerably less effort. The Faculty Compensation committee recommends that yearly updates to the salary survey be conducted university wide.

3. In Spring 2021 the committee discussed restoration of university's full match for TIAA retirement benefits, with all committee members in favor of such restoration. It was later announced that the full 10% TIAA retirement benefit match would be restored starting in July 2021.
4. The RPA Council requested that the committee discuss possible ways of distributing salary increases for FY2022. The committee discussed at length the pros and cons of various salary distribution schemes including merit raises, across the board raises, lump-sum bonus payments, fixed dollar amounts, and combinations. The consensus of the committee was that any salary policy should be of a salary increase to base salaries and not a 'bonus' type payment. Further, by consensus, Faculty Compensation Committee recommended to the RPA Council and the ISU administration that faculty salary increase policy for FY 2022 be implemented as a fixed dollar amount to all faculty members. This has the effect of a tiered approach as higher paid faculty would receive lower percentage increases. The committee feels that this the fairest way to distribute salary dollars, especially during the COVID pandemic when faculty have experienced considerable challenges in teaching and research. The committee acknowledged that promotion increases and other 'special' situations might need to be implemented on case-by-case bases.