

FY2022 Salary Policy:

Respectfully Submitted by

Carol Faber, 2020-2021 Faculty Senate President for Iowa State University

March 30, 2021 for the Virtual April 2021 Board of Regents Meeting as a docket item.

In reflecting over this last year, faculty are concerned with their workload as they continue to do their jobs in an extremely difficult pandemic experience. They are confronting work life balance issues, safety of family and community, while helping students adapt and successfully learn through adverse conditions. It was a tentative future as many expressed concerns about COVID-19. Yet after rethinking everything, our teaching, research, extension, outreach, and service have returned through the innovative efforts of the entire Iowa State University community.

Faculty managed multiple modalities of teaching online, hybrid, and face-to-face courses, through learning new technologies to support a safe learning environment for our students. A great deal was achieved in a short amount of time and the whole campus embraced the challenge. Just when faculty accepted working through a global pandemic and adapted to the complexities of our new situation, tension in politics and the debate over tenure compounded the climate, bringing a whole new meaning to the term demoralization.

Certainly, some events are out of our control. The frustrations with no salary increases, lack of cost-of-living raises and our salaries at the bottom of our peer universities remain. So maybe it's time to face the facts and think differently about everything we do, especially when it comes to salaries. Doing more with less over a long period of time is not healthy or wise. Nor does it support a diverse, equitable, and inclusive environment we all strive for at Iowa State University.

When researching the salary policy speeches given by ISU Faculty Senate Presidents over the last twelve years, a common theme emerged. The impact of time doesn't change the message. It leaves a clear impression there is overdue work in front of us and that we could do much better moving forward.

2008-2009: *"Budget cuts with faculty and staff, they are worried about job loss; need salaries that are more competitive with our peer institutions; nationally competitive faculty are bringing in even more external money; this supports universities as centers of economic growth and vitality"* – Clark Ford

2009-2010: *"Cuts to their retirement benefits, and increases in the cost of medical insurance, it has been a depressing and demoralizing year for ISU's faculty personally; salaries at ISU continue to be among the lowest in our peer group"* – Arnold van der Valk

2010-2011: *"Declining state appropriations; low faculty morale; not received significant salary increases for the last several fiscal years"* – Mike Owen

2011-2012: *"Declining state appropriations; salaries remain at the bottom of the peer institutes; significant negative impact on faculty morale"* – Steven Freeman

2012-2013: *"Rebounding from the recession in replacing faculty lost; recommendation for faculty salary increases helps us and our state to thrive"* – Suzanne Hendrich

2013-2014: *"ISU has an excellent, dedicated, and hard-working faculty, but that is not reflected in what they are paid; faculty morale is low and the salary dilemma contributes to the morale issue; a new major concern is the misconception about a causal relationship between student debt and faculty salaries is connected, it is not"* – Veronica Dark

2015-2016: *“Faculty are feeling demoralized and unappreciated; hearing that there will be no salary increase, or perhaps a 1% increase, for several years in succession is frustrating at best, and sends a message that one’s efforts, and indeed, additional efforts, are not valued”* – Robert Wallace

2016-2017: *“Faculty have worked tirelessly to overcome these deficits, so far with success. But here is the crux of my argument: we have reached a tipping point”* – Jonathan Sturm

2017-2018: *“Our faculty have shown that they can do MORE with LESS, but on this trajectory, can’t do EVERYTHING with NOTHING. There is some limit to our ability to educate our young people with so few resources, and we are challenging that limit”* – Tim Day

2018-2019: *“At Iowa State, we very much appreciate your support, but I urge you to continue your efforts to do everything you can do, to support our faculty with salaries that allow them to feel they are not the bottom of the barrel. The work of our faculty matters. It matters for the student experience. It impacts a faculty member’s sense of loyalty, engagement, and drive towards excellence”* – Peter Martin

2019-2020: *“We remain at the bottom of our peer university salary ranges; we are losing faculty to better paying positions elsewhere; we are struggling with work overload: now we are struggling with the balance of family and work under the COVID-19 crisis”* – Jonathan Sturm

2020-2021: The executive director requested written submission in lieu oral presentation by non-organized faculty and staff in the virtual setting for the Board of Regents Meeting in April 2021.

Reference:

<https://www-facsen.sws.iastate.edu/senate-presentations-archives>