

IU Kokomo Budgetary Affairs Faculty Compensation Survey – Summary of Results

The Budgetary Affairs Committee is reviewing faculty compensation at IU Kokomo. We are presenting the following survey to gather data on the faculty outlook on compensation. The data will only be made available in the aggregate. No individually identifying information is gathered. Individuals who prefer may print the survey, complete it and send it to Marilyn Kintzele, Budgetary Affairs Committee Chair. Please participate in this survey to help us accurately represent the views of the faculty.

Indicate the degree with which you agree with the following statements from Strongly Disagree to Strongly Agree		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree
1.	Support for travel is sufficient for necessary professional development.	<input type="radio"/> [19]	<input type="radio"/> [26]	<input type="radio"/> [9]	<input type="radio"/> [17]	<input type="radio"/> [3]
2.	I feel my salary is competitive.	<input type="radio"/> [35]	<input type="radio"/> [22]	<input type="radio"/> [8]	<input type="radio"/> [9]	<input type="radio"/> [0]
3.	I am satisfied with salary increases over the previous three years (or for the last one or two years if you have been employed at IU Kokomo for less than three years).	<input type="radio"/> [45]	<input type="radio"/> [19]	<input type="radio"/> [7]	<input type="radio"/> [1]	<input type="radio"/> [0]
4.	I am satisfied with my overall compensation (salary, benefits, travel support).	<input type="radio"/> [24]	<input type="radio"/> [29]	<input type="radio"/> [13]	<input type="radio"/> [8]	<input type="radio"/> [0]
5.	Non-salary benefits are sufficient to address any disparities in salary creating an overall compensation that is competitive.	<input type="radio"/> [22]	<input type="radio"/> [33]	<input type="radio"/> [14]	<input type="radio"/> [5]	<input type="radio"/> [0]
6.	When workload, working conditions, and cost of living are taken into account, I feel my overall compensation is competitive.	<input type="radio"/> [28]	<input type="radio"/> [30]	<input type="radio"/> [11]	<input type="radio"/> [5]	<input type="radio"/> [0]
7.	Overall compensation at IU Kokomo is an asset in faculty recruitment and retention.	<input type="radio"/> [29]	<input type="radio"/> [26]	<input type="radio"/> [12]	<input type="radio"/> [4]	<input type="radio"/> [3]
8.	I am confident that overall compensation will improve over the next three years.	<input type="radio"/> [23]	<input type="radio"/> [30]	<input type="radio"/> [19]	<input type="radio"/> [2]	<input type="radio"/> [0]

9. Are you currently looking for another position due to dissatisfaction with your compensation at IU Kokomo?

- [15] Yes
- [26] No
- [21] Not currently, but I may begin to do so in the next three years
- [12] Not currently, but I would if my circumstances permitted it.

10. What is your current rank?

- [9] Lecturer (including Visiting)
- [3] Senior Lecturer
- [22] Assistant Professor/Librarian (including Acting, Visiting, and Clinical)
- [25] Associate Professor/Librarian (including Clinical)
- [15] Full Professor/Librarian

11. Are you covered by the 18/20 retirement benefit?

- [22] Yes
- [46] No

12. What is your contract type?

- [60] 10 months contract
- [14] 12 months contract

13. Please provide any additional comments on compensation at IU Kokomo in the box below.

- [Workloads are increasing with no additional compensation. Salary and travel increases have not kept pace with inflation. So overall in a worse position than three years ago.]
- [Salary does not seem to matter to the administration (above Dean). Benefits outside of salary are better than salary. Thank you for addressing this.]
- [The compensation scheme in my department is not just. It seems that if you are hired to replace a highly paid faculty member you are paid well. But if you are replacing a lower paid faculty member you are paid far less. We can't keep assistant professors. Professional development is barely supported in my department. I have to fight to get the resources I need to do my research. I do not expect administration to seriously deal with this issue. I am being paid approx \$20,000 - \$30,000 under market for my position according to salary reports on the Chronicle.]
- [The Chancellor does not value faculty.]
- [In the school of nursing one of the main barriers to filling our positions is the limited salary/compensation package, salary in particular. It is far below market value. I am dedicated to IUK and not about to jump ship, but salary and the resultant excessive workload (for having inadequate numbers of faculty) is a significant problem.]
- [It seems clear that faculty salary/compensation is a low priority at IUK. Two percent raises for the last several years...? That is the best this institution can do...?]
- [When salaries fail to keep up with inflation, faculty members (who don't move on to other schools) will reduce their work level to adjust for the effective salary cuts.]
- [I strongly believe that the Chancellor is not supportive of pay equity for the IUK faculty]
- [Some faculty have workloads that are far greater than their peers but don't get compensated because they are too busy working to socialize with the bigwigs.]
- [It's a complicated issue--higher salaries vs new positions. New faculty are brought in at a higher rate than at other institutions like us. The disparities between units is demoralizing. Business faculty teach as few as 24 students a semester, yet are the highest paid on campus. Do away with AACSB accreditation, and there would be enough money for the entire campus!]
- [in nursing, salaries and compensation are way below the professional standard. Also nursing by rank of

faculty is far below other disciplines. Finally, the work load itself creates a disparity as there is no release time for research or pursuit of other studies such as the doctorate which is necessary for promotion.]

[I have no information about salary levels elsewhere, so I really do not know where I stand in relation to others.]

[The Chancellor should not expect faculty to accept raises of 2 to 3 % at the same time she is getting close to 10%.]

[Inflation is greater than raises. The longer you stay here, the less you make in real dollars over time.]

[For the last several years the percentage increase allowed at Kokomo is less than other campuses. For several years I have been the lowest or the next to lowest full rank in the entire IU system - even though I have had more years of experience, etc. With low percentage raises this situation only compounds the disparity each year. I know a faculty member that has tenure and received teaching awards as well as FACET and is almost \$4000 below the floor used at Bloomington. Each year the supervisor requests additional funds to bring this salary up to the floor with no luck.]

[Inflation increases have been greater than our raises, thus putting us further and further behind. This has a devastating effect on morale]

[Compensation for faculty (specially the senior ones) are the worst ever at any school or university in USA. No moral or ethical discussion can Justify such irrespective treatment of senior faculty. I feel that Administrators' generous salary increase is reward for them for mistreatment of faculty (specially seniors one) . This should not take place at Indiana university in the name of Indiana university.]

[The administration seem to be non chalant about salary equity issues. I hope that they should take the outcome of the survey seriously]

[Salary issues are compounded by the wide range of standards across units. It is time for a campus standard for teaching excellence...campus, unit means so that we are not so wide -ranging.]

[I think it is outrageous that the Chancellor took a \$20,000 raise (for salary compression) yet the rest of faculty got 2%or less (based on merit) when inflation was higher (2.9%) last year. Faculty at other IU campuses received closer to 4%. Moreover, after many years at IUK, new assistant professors make nearly as much as I do. It is demoralizing!!! My husband who has been teaching high school for 5 years will make as much as me in another five. So I am not even as well paid as local high school teachers. Wow!]

[That the Chancellor kept salaries increases at only 2% when 3% raises would have been possible for the current academic year was extremely insulting to the faculty. We have endured many years of low increases and it is outrageous that the chancellor chose to divert money budgeted for faculty salaries elsewhere.]

[The IU system is very responsive to faculty receiving additional compensation in the form of grants and consulting work. Nonetheless, the IUK administration at times makes this process of securing external dollars more burdensome than what my colleagues at other IU campuses have experienced.]

[Faculty should be given the option to spread their pay over a 12 month period. It is very difficult to live on a 10 month salary, when summer teaching pay may not be available (or when teaching may not be an option for the summer, due to other commitments).]

[Salary disparity between campus departments e.g., Business and Arts/Sciences is without justification or merit. Faculty with a Ph.D. should make pretty comparable salaries instead of the huge difference that currently exists.]

[I work longer hours and get paid less than at the hospital.]

[I have looked for alternative jobs in the past in order to offset salary and minimal raises. It is frustrating that so much service is expected when so little is offered as compensation.]

[I dislike the 10 month contract, that puts us on 'limbo' during the long summer. They should pay lectures for extra credit hours that we teach each semester.]

[The most significant problem at IUK is that the Chancellor appears to be either unaware of--or, unresponsive to-- salary problems and disparities on this campus. Thus, she is either blightly ignorant or incompetent about salary issues. She has shown no interest in exerting leadership in relation to this issue. This is troubling given her own substantial raise while faculty (last year) received less that they could

have. The Chancellor does not communicate with the faculty concerning the status of the V.C. for Administration position and the salary issues pertaining to that position. The Chancellor needs to at least acknowledge that salaries are an issue on this campus. Unfortunately, her style has been one of delay, deflection and obfuscation. The committee may want to consider a recommendation pertaining to securing the services of an "outside auditor" who can conduct a salary review at IUK (with access to any and all relevant data). The committee--along with the IUK faculty--should not accept any plan to assess salaries internally (i.e., via some group named by the Chancellor or by a Vice Chancellor). Any internal investigation would--by definition- be a sham. The issues are real, the Chancellor has not been inclined to even recognize the issues, the faculty has the potential to act collectively and--if so--perhaps an honest and open (not something in-house) audit of salaries across campus will occur. The Budgetary Affairs Committee has been doing excellent work in relation to these matters.]

[IU Kokomo faculty members who routinely TEACH large introductory classes are grossly underpaid compared with ALL IU Kokomo administrators. These faculty are the "mules" that generate large revenues for the school, but receive nothing close to a "fair share" of the revenues they generate. Example: Last year students in my classes paid over \$141,000 in tuition, but my 10 month salary was less than \$60,000. Meanwhile, administrators who generate NO tuition or fee income receive annual salaries near or over \$100,000. Who generates the revenues that make it possible to operate the university: faculty or administrators? At the same time, IU Kokomo faculty now earn less than local public school teachers with similar experience levels. These public school teachers have far more modest academic credentials and no research requirements. Finally, the 2% annual raises IU Kokomo faculty have received for the past few years have amounted to a wage cut since the annual COLA has exceeded 2% each year and for 2007 was 4.1% (Bureau of Labor Statistics, Jan. 2008). Would members of the IU Board of Trustee members be satisfied if THEY experienced the compensation levels and inequalities IU Kokomo faculty members have experienced over the past several years? I think the data generated by this survey should be distributed to local and even state-wide media outlets and to the IU President and the IU Board of Trustee members. While the President and Trustees are not likely to be sympathetic to IU Kokomo faculty members' compensation concerns, at least they should be aware of how IU Kokomo faculty members feel at about these issues. And if even SOME media outlets report the story, it MAY produce some internal pressures for some modest changes. It's not enough to simply convey the results of the survey to the IU Kokomo faculty or to Green and Person et al. These issues need a wider public hearing.]

[I am an Associate Professor and I have been in IUK for [REDACTED] years now (almost [REDACTED] years), but my salary is lower than an assistant professor hired two or three years ago, or recently. My salary is also lower (quite a big amount) than some faculty in my department of the same rank and in the same discipline hired a year ahead of me. With my current salary, I am unable to meet my family obligations without worry, so I am in the process of looking for a position in other universities. I have been in IUK for almost [REDACTED] years, and my salary is less than \$48,000 (10-month). Last year my salary increase was barely \$500, while someone in my department got an increase of \$9,000. I am productive and I do international research and I use part of my meager salary to make international phone calls necessary to do my work, and I do not even get the kind of recognition I deserve. While it is the faculty that provide direct service to the students, the faculty do not get the kind of respect, recognition, and compensation they deserve. There is also inequality in the distribution of salaries. Some departments are actually supporting the low enrollments in some departments but the faculty in the latter are paid much much much higher than the faculty in the former.]

[Seems like a normal organization. The leaders are less likely to suffer from inflation effects.]

[Summer compensation might be improved. I feel we are paid well for teaching in the summer, but also feel this is part of what makes our compensation "competitive". I don't like the fact that when you teach summer 2 on a 10 month contract you essentially don't get paid in June and get paid twice in August. This makes it tough during the summer.]

[I can work out in my field and make at least \$20,000 more per year. I enjoy the teaching and would miss the interaction with the students. There is no incentive to teach other than the love of it, because wages are so low, amount of contact hours are high, time back for research is none existent. This causes IUK to be

noncompatible with other areas]

[I think we have a great benefits package, and I am very satisfied with it. But I also know from job searches in schools located in cities with comparable economies to Kokomo that the salary I currently receive is at least 25% less than what I could receive elsewhere with the same education and experience. Part of this has to do with salary compression, and it is particularly disheartening to learn that a person with far less experience than I is hired in at a higher salary than me. This shouldn't happen, and would be less likely to happen if our yearly raises at least kept up with inflation. Currently we have a high attrition rate of young, newly hired faculty. Faculty searches are expensive, and it is vital to the future of this campus to develop faculty who will stay and become leaders on the campus. If this campus is to thrive in the future, faculty who are hired need to feel they are being fairly compensated with competitive salaries and raises, and when a new faculty begins to learn they are not, they begin to look elsewhere for positions.]

[We need to address both salary compression and equity issues within disciplines and ranks, and we need to do it over the next two to three years, beginning fall of 2008. I am concerned that continued lack of attention to this issue will yield to long-term morale problems.]

[I found out my salary compared to my colleagues (public knowledge/website) and there is a disparity of \$3-5000.00/year (10 mo) and I have been here 5 years longer than two new hired with same degree and years of teaching experience as myself. Discouraging!]

End of Survey