

Collated Comments received based on 2016 Sept 16th Senate meeting notice:

- a) In response for your solicitation about compensation issues: I am aware that Faculty Senate passed a recommendation last spring to increase adjunct salaries. Might the Faculty Senate request a response and action plan from the administration regarding if, when, and how such an increase might be implemented?
Thank you,
- b) I am glad that Senate exec decided this as an important issue to bring it to the senate meeting. Additional items that has been brought to my attention, which are related to equity. One main issue we face is the load equity. Because of how programs and departments are set, some faculty take extra load including more advising, scheduling, marketing, accreditation reports etc. Faculty feel that compensation should be proportionate to the amount of work performed. Additional stipends paid to program leads, department heads, or any other professor whose administrative, teaching, or advising load exceeds that of colleagues of equal rank should be proportionate to such load. I recommended the faculty member who brought this issue to attend the senate meeting. One of the main concerns behind this is the lack of perceived transparency. It seems some faculty are paid extra or get course release for their additional administrative duties and some others do not. Another concern regarding this I have been hearing from our faculty, is the concerns around equitable pay. Faculty are concerned that individuals from the same program, same department, same school may be paid disproportionately. The main concern is based on gender inequity in pay.
- c) Can these two items be discussed in terms of the compensation for summer independent studies? Or would you like me to submit these as additional item requests?
- d) I'm not sure that this qualifies or not, but I would like to see a policy on how overloads should be handled that is common across the university. For example, in the School of Education, you can apply the overload credits to the next semester to have a teaching load reduction. We don't have this same option in our department – Math and Computer Science. I have also heard recently that during the year of being awarded tenure or full professor, you don't get merit increases. However, I have also heard that there have been exceptions to this. Again, I would like to see a policy on this that is well communicated and applied to all.
Thanks so much for asking!
- e) I know the faculty senate had talked last year about the difference in pay between men and women. Is that an issue of compensation that the faculty senate is working on?
Thank you for asking if there were other issues.
- f) I hope its ok that I send a few thoughts and comments to your directly regarding compensation at Drake. I would say that overall levels of compensation for Arts and Sciences faculty are an issue that needs to be addressed. Base salaries are too low! This has been a feeling and concern of mine for most of my time at Drake, and maybe you remember me sitting in your office a number of years ago voicing some concern? Faculty compensation, and even compensation goals, do not match the Universities expectations and goals as an Institution. No one at Drake would espouse that Drake strives to be a median Institution of Higher Learning. The goals set for any aspect of the University are not to reach a median level of competency and performance. So, why are goals for compensation set at reaching the median salary for rank compared to peer institutions? Why not set them to reach the upper quartile? The top? I think we need to convey to Administration that it is time to raise salary levels in Arts and Sciences to be commensurate with the high goals and expectations set for all aspects of the University.
- g) Currently, when internal faculty development opportunities come to fruition, those on twelve-month contracts are (almost always) excluded; thus, the common shibboleth, "faculty may receive \$100 for

attending this workshop, excepting those on twelve-month contracts." This is a long-time concern of the Library (and presumably other 12-month faculty), who probably attend such workshops in numbers exceeding other academic units, and have workload and scheduling challenges as a result. If the purpose of such grants is to encourage and reward personal development, engagement, and innovation, then they should be open to all faculty, period. As I said, this is a concern shared by the other Library faculty and the Dean; if you would like a more formal statement on these matters, we'd be happy to provide it.

Original Message:

Colleagues—

There is a motion on the Faculty Senate agenda for next Wednesday, September 21st that proposes a change to the Faculty Manual with regard to compensation for teaching independent studies in the summer (from a limit of four courses to a limit of twelve credits).

Since we are addressing a specific issue of compensation, the members of the Senate Executive Committee think this would be a good opportunity to find out if there are any other issues with regard to compensation that Senate should take up this year.

It is my impression that new developments in teaching (e.g., J-Term) have necessitated the development of new policies with regard to compensation. Efforts by the BOT and the administration have also led to policy revisions and clarifications (e.g., determining time in rank for eligibility for market adjustments). We often have to act in a piecemeal fashion and don't always have the full picture in mind. Perhaps it is time for a more coherent consideration of compensation by the faculty.

I'm soliciting ideas from the faculty at large on this question: are there compensation issues you believe should be addressed? I've attached a list of the members of the Faculty Senate for 2016/17. You may pass ideas on to your senator, share them with me, or come to the meeting to share your views: 3:30 in Cowles 201.

Nancy Reincke