

Contact: Marcia Brunson

**PRESENTATIONS BY NONREPRESENTED FACULTY AND STAFF  
ON FY 2015 SALARY ISSUES**

**Action Requested:** Receive the presentations.

**Executive Summary:** Several groups of faculty and staff at the Regent institutions are not organized for the purpose of collective bargaining. Representatives of these groups have been invited to make presentations to the Board on salary policies for FY 2015. Representatives of the following groups have been invited:

University of Iowa Faculty Senate  
University of Iowa Staff Council

Iowa State University Faculty Senate  
Iowa State University Professional and Scientific Council

University of Northern Iowa Professional and Scientific Council

Iowa School for the Deaf Professional and Scientific Staff

Iowa Braille and Sight Saving School Faculty  
Iowa Braille and Sight Saving School Professional and Scientific Staff

Regents Interinstitutional Supervisory Confidential Council (representing the Regent Merit System supervisory and confidential staff)

Written statements were provided by the University of Northern Iowa Professional and Scientific Council (Attachment A), the Iowa State University Faculty Senate (Attachment B), and the Iowa School for the Deaf Professional and Scientific employees (Attachment C).

The Board will consider FY 2015 salary policies at its June 5, 2014, meeting.

**University of Northern Iowa**

**P&S Council representative statement to BOR, to be read at April 24 Board meeting at the Iowa School for the Deaf in Council Bluffs. Jean Wiesley, P&S Council President will not be in attendance at this meeting.**

Board President Rastetter, President Pro Tem Mulholland, Members of the Board and Board office, Administrators of Regent Institutions and guests: I am grateful to provide you this statement, on behalf of the University of Northern Iowa Professional and Scientific Council and Professional and Scientific employees.

As of Fall 2013, there are 609 P&S employees, spread throughout all four divisions of UNI. The breakdown by percentage is 52 percent in the Division of Academic Affairs, 22 percent in the Division of Student Affairs, 17 percent in the President's Division and 9 percent in the Administrative and Financial Services Division. Professional and Scientific (P&S) employees are vital to UNI's institutional mission, serving students, faculty, and the public on a year-around basis. In virtually every department P&S employees facilitate and carry out the mission and work of the University in roles that range from academic advising, residence life, coaching the football team to planning campus infrastructure. Virtually all P&S staff employees have degrees at the bachelor level, and about half have received one or more post-graduate degrees.

2013 brought changes to the UNI campus with the arrival of our tenth president, Bill Ruud. President Ruud changed the reporting and information distribution structure on campus by creating his Executive Management Team and expanding the Cabinet membership. The Cabinet was expanded to include, among others, representatives from all employee groups. Members of the P&S Council and employee group have been encouraged by the dissemination of information and open communication provided through the Cabinet and by President Ruud.

Past President, Mark Rowe-Barth, commented in his report last year, on the benefit's survey conducted by our Council. Members of the Salary & Fringe Benefits Committee researched certain benefits in response to some levels of dissatisfaction expressed in this survey. Those areas researched included dental and vision plans, non-insurance benefits such as discounts or access to fitness centers and conversion of sick leave to vacation. Generally, the findings have been positive in comparing UNI benefits to area employers. Continued research on the sick leave conversion, which is rooted in state law, will be conducted.

There is continued dissatisfaction regarding wages covered by the following themes:

- Unequal pay for the same work across the regents' institutions, divisions, departments, and even sometimes within departments.
- New, less-experienced hires coming in at higher salaries than existing employees.
- Lack of transparency in distribution of raises.
- Inability to move out of the lowest pay quartile.
- Higher pay found in the private sector.

Members of the Salary & Fringe benefits Committee and I met with representatives from Human Resources to identify areas for improvement, particularly with regard to the pay matrix/quartile issues. During this meeting we were able to identify updates to wording within the P&S salary matrices, and enhancements to the Jobs@UNI application that will add anticipated salary ranges to position postings. Discussion was held regarding the desire to evaluate the entire pay matrix, perhaps to add more pay levels and decrease the minimum to maximum ranges in some of the levels. Human Resources staff agreed that a complete evaluation of the pay levels would be a benefit as this has not happened at UNI in many years. P&S Council will put together a recommendation to be submitted to the Executive Management Team requesting this review and will plan to continue to be involved in this process.

Change at UNI continues as we embark on the Efficiency and Transformation Study. We appreciate the opportunity for many P&S employees to be involved in the data collection and interview sessions being held on campus. We trust that the outcomes of this study will continue to enhance UNI's position as a leader in higher education. We also appreciate the continued hard work by the Board of Regent members with efforts to change and increase funding formulas and levels at UNI. UNI P&S employees believe in your ability to positively impact our standing in the state of Iowa and beyond. Thank you again for your time today, for all you have done for UNI in this past year, and for all you continue to do.

**FY 2015 Salary Issues—Perspective from the Iowa State University Faculty**

Veronica J. Dark, President  
Iowa State University Faculty Senate  
April 24, 2014

I will discuss the faculty perspective relative to salary issues in the context of two recent national news reports about Iowa State University (ISU).

The first report concerns our efficiency in fulfilling our educational mission. We were recently lauded (e.g., Schuman, 2/10/14 in *Slate*) as being a very efficiently run university. ISU faculty provide an excellent education and we do it without a lot of administrative overhead. The second report concerns the debt of ISU students. According to the December 2013 report of the Project on Student Debt ([www.projectonstudentdebt.org](http://www.projectonstudentdebt.org)), Iowa ranks sixth nationally in terms of student debt and ISU students have the highest debt among the three Regent Universities. These two items are typically discussed independently by the public such that we are praised in some contexts and blamed in others. The juxtaposition of these two items creates a puzzle deserving an objective critical examination.

I will describe the puzzle as if it were being used to encourage critical thinking in a my freshman lab:

- Fact 1: student debt in Iowa is the sixth highest in the nation with an average of \$29,000 per student with debt and student debt Iowa State is the highest among three regent universities.
- Fact 2: everyone agrees that the student debt load is too high and steps should be taken to lower it.

The question is “What can be done to lower student debt”? I have no doubt that with a little in-class discussion, my students would identify that the first step is to determine what contributes to student debt. “Tuition”, someone suggests, “it's too high”. “But, why is it high?” someone asks. “Could it be due to faculty salaries?” another student suggests. Someone looks it up and reports that two-thirds of the general fund goes toward salaries, with faculty salaries comprising nearly two-thirds of that cost. “Looks like we might be on the right track,” a student observes. “Perhaps ISU keeps raising tuition to give faculty raises,” someone suggests. “Yes,” agrees, someone else, “high faculty salaries contribute to higher cost education and higher student debt.” The students know about the Peer 11. They collectively ask, “How much higher is tuition at ISU than at other institutions in the Peer 11?” Before I allow them to search out the answer, I ask them to make predictions. Prediction 1: If the presumed relationship between salaries and tuition is correct, ISU should be high on both. Prediction 2: If educational cost underlies student debt, then ISU should also be high on total cost.

The data are shown on the next page. Table 1 shows that ISU students pay the lowest tuition and fees among students at the Peer 11 and that total on-campus costs for a year also are the lowest for students at ISU. Table 2 shows the average faculty salaries at the Peer 11. Because of confidentiality agreements, the Peer 11 are not individually identified. The values are presented in order from lowest to highest and the value for ISU is shaded. Faculty at ISU have the second lowest average salary among the Peer 11. My students are surprised and puzzled by the obvious conclusion provided by the data. On all three of the variables that the students assumed to be at least partially responsible for higher student debt at ISU, ISU is at or near the bottom among its peers. The conclusion my students correctly draw is that: ***These variables cannot explain the higher student debt.*** I give them an A for their reasoning and challenge them to look for other explanations. That is the same challenge facing ISU and the Board of Regents. Educational costs at ISU are the lowest among the Peer 11, but the debt is the highest. Educational costs cannot logically be responsible for the higher debt and any misconceptions that the Public or the Legislature has about this must be corrected.

Table 1. Student Costs at the Peer 11

	tuition & fees	total cost on campus
Iowa State University	\$7,726	\$18,920
North Carolina State University	\$8,206	\$22,184
Texas A & M University	\$8,506	\$21,051
Purdue University	\$9,992	\$23,242
Ohio State University	\$10,037	\$25,479
University of Arizona	\$10,391	\$25,179
University of Wisconsin	\$10,403	\$23,931
Michigan State University	\$12,862	\$24,648
University of Minnesota	\$13,555	\$25,281
University of California-Davis	\$13,895	\$33,066
University of Illinois	\$14,750	\$29,086

Table 2. Faculty Salary

average salary
\$97,700
\$97,800
\$99,800
\$100,000
\$101,500
\$102,800
\$104,200
\$107,400
\$110,300
\$113,100
\$116,200

When I first joined the faculty at ISU in 1986, 75% of the ISU general fund came from state appropriations. This year, it is 35%. As decisions by the Legislature to cut funding occurred, whatever could be cut without hurting the educational status of the university was also cut. In many years there were minimal faculty pay raises, zero raises and even furloughs. The very bad economic times have subsided, and we are not currently facing furloughs, but faculty do not see acknowledgement of the past salary issues, especially acknowledgment that salaries, over time, have not even kept up with inflation. When salary is discussed, the only reality is the present. Today, as in the past, faculty are being asked to do yet more without meaningful raises. This is demoralizing for the faculty at ISU.

Another issue important to faculty is the urgent need to increase the number of tenured/tenure-eligible faculty. From 2009 to 2013, student enrollment increased almost 20% from 27,044 to 32,105. In the same period, tenured/tenure-eligible faculty declined 3% from 1,346 to 1,306. Fortunately, the number of non-tenure eligible faculty increased 41% from 400 to 563. The increase in the number of lecturers and clinicians is the only way that we have been able to cope with the increasing number of undergraduate students. However, the fact that tenured/tenure eligible faculty numbers have not also increased is problematic for the AAU status of ISU. Iowa is one of only four states to have more than one public university with AAU membership and Iowans should be proud of this because it demonstrates the excellence of the faculty at Iowa's universities. AAU status depends on more than just high quality undergraduate education; it requires high quality research and strong graduate programs. The AAU criteria are illustrated in ISU's mission statement: **"Create, share, and apply knowledge to make Iowa and the world a better place"**. Education is one way to share knowledge, but creating and applying knowledge refers to the research/creative activity of tenured/tenure eligible faculty. President Leath is committed to expanding the number of tenured/tenure eligible faculty. He has made resources available to recruit and hire such faculty, but it is not easy to attract and retain the faculty we need to when our salaries are low.

The take home message of my report is the same message that was presented in the reports of the last three faculty senate presidents. 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. This misconception will interfere with any meaningful attempt to resolve the problems of student debt and faculty salaries. We urge the Board to speak to this clear misconception in all appropriate contexts and to move forward with meaningful salary increases.

April 8<sup>th</sup>, 2014

Office of the President  
Iowa Board of Regents  
11260 Aurora Avenue  
Urbandale, IA 50322

Dear President Rastetter and Members Board of Regents, State of Iowa:

We are writing this letter to you today concerning the Iowa School for the Deaf non-represented P&S employees, salary recommendations for 2015. In these difficult economic times we ask that you consider providing the P&S employees that fall under the Board of Regents, State of Iowa the same courtesies provided to other non-contract covered employees that fall under the Governor, of the State of Iowa. According to an article released by the Governor's office on April 4, 2013 the Governor authorized a series of one percent non-recurring raises on July 1, 2013, January 1, 2014, July 1, 2014 and January 1, 2015. In addition, the Governor authorized State non-contract employees who fall under his office to earn a \$90.00 a month premium reduction for health care, if they participate in employee wellness programs.

This request is not to replace the annual cost of living considerations. Rather, it is to provide equity for state employees who are struggling to absorb the extra costs of health benefits.

In closing, we ask that you consider other P&S employees that fall under the Board of Regents, State of Iowa at parity with the rest of the states' non-contract covered employees. Thank you for your time and consideration regarding this matter.

Sincerely,

Kris Maxwell on behalf of the P&S employees at Iowa School for the Deaf