

Contact: Marcia Brunson

**PRESENTATIONS BY NONREPRESENTED FACULTY AND STAFF
ON FY 2014 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 2014. 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 Faculty
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 Iowa School for the Deaf faculty (Attachment A) the Iowa State University Professional and Scientific Council (Attachment B), Iowa State University Faculty Senate (Attachment C) and University of Northern Iowa Professional and Scientific Council (Attachment D).

The Board will consider FY 2014 salary policies at its June 5, 2013, meeting.

April, 2013

To the Board of Regents:

The faculty at the Iowa School for the Deaf would like to express our appreciation for the Board's on-going support. We understand there have been budget challenges in recent years and want to assure you that we have been working hard to do more with less.

ISD continues to maintain high standards for the education of deaf and hard-of-hearing students and works to ensure graduates' success. As we continue to address the unique needs of our students, with emphasis on literacy and communication, our student outcomes improve steadily. Our post-graduate program, which is rapidly growing, offers transition services with increasing opportunities for student employment and college experiences.

The faculty continues to meet the requirements for the "highly qualified teacher" status, which requires dual certification in our area of teaching as well as in Deaf Education. Many of us have additional graduate hours and master's degrees. ISD's speech & language pathologists are experts in the area of cochlear implants and other hearing devices. Our principal and licensed counselors are also certified in Deaf Education and understand the social & emotional aspects of deafness.

The demand for fluency in sign language is becoming more rigorous than ever before, and the faculty takes on-going sign language classes to maintain and improve their skills.

We continue to be involved in co-curricular activities such as Close-Up, Space Camp, Poetry Out Loud, and Academic Bowl. Our teams have succeeded at both the state and national levels.

As you consider funding and faculty salaries, we ask that you do not forget the very unique qualifications and dedication of the faculty at Iowa School for the Deaf.

We thank you for the opportunity to present this request and we appreciate your support.

Respectfully,

The Faculty at Iowa School for the Deaf

Date: April 9, 2013

To: Board of Regents, State of Iowa

From: David Orman
President, Professional and Scientific Council

RE: 2014 Salary issues for Non-organized Employee Groups

Professional and Scientific (P&S) staff represent 44% of employees at Iowa State University. We are highly trained, professional employees - most with at least a masters and many with doctoral degrees. P&S staff work hard to accomplish Iowa State's mission to create, share, and apply knowledge to make Iowa and the world a better place by providing Iowa State students with the best experience possible while bringing in millions of dollars in research and grants.

However, our effort to be the best has been hampered in recent years by state and federal budget crises and priorities. Inadequate funding has put a lot of downward pressure on P&S salaries. Departments have even had issues finding qualified applicants willing to work for Iowa State within the existing salary matrix. Iowa State has a significant problem with retention of employees that could be attributed to these cuts. Most recently, in 2012 there was a 27.98% turnover for employees in their first year of service. P&S Council believes the existing salary matrix needs to be reevaluated to allow more flexibility in hiring and to encourage those that are hired to stay.

Over the past several years, Iowa State has been emphasizing performance-based pay increases as opposed to flat raises for all P&S employees. However, the small pools of money and small average percentage for raises over the past decade have created salary compression issues that everyone appears to be aware of but no one seems to have good answers for. The only real answer is to allow for higher percentage average and individual raises. This would allow for notable differences in raises for higher performing employees compared to those employees who simply meet expectations. The difference between a 1% and a 1.5% raise in the lower 75% of employee salaries does not create any salary separation at all. Simply put - more money is needed at the front end if you want to provide monetary incentives for employees to perform at a higher level. Currently, from a compensation standpoint, there is little difference between an excellent, good or even "sub-par" performance review. Similarly, it is difficult for supervisors to reward performance by giving very small differences in compensation. More money in the pool for supervisors to make significant differences in compensation from year to year would help create meaningful performance incentives.

Iowa State's recent record increases in enrollment, along with little to no increases in base budget have resulted in significantly higher workloads for most P&S employees. There have been few rewards for the exemplary P&S employees who have stepped up to meet the needs of the students and the institution.

Most P&S employees do not have clear career advancement opportunities in their positions without leaving their current department. In the absence of these opportunities, supervisors need more freedom to compensate accordingly in order to retain good people. Equity in employee raises at Iowa State among the different employment groups also needs to be addressed. The significantly higher percentage raises Merit employees have received in the past several years has been a considerable source of decreased morale among Professional and Scientific staff.

Summary of Salary increases by employee group:

	FY09/10	FY10/11	FY11/12	FY12/13
Faculty	0.00%	1.32%	2.37%	2.39%
Professional & Scientific Staff	0.00%	1.53%	2.37%	2.51%
Merit - AFSCME (if at cap)	4.5%(0%)	7.5%(3.0%)	7.5%(3.0%)	7.5%(3.0%)

We, the Professional and Scientific staff at Iowa State University, know the Regents have always done their best for all of the employees of all of the Regents' institutions, their students, and the State of Iowa. While everyone isn't always pleased with the outcomes we do realize you are doing everything you can with the limited resources available. We trust that you will once again work with the legislature to provide ISU the resources we need to advance our land grant ideals and put science and technology to work for the citizens of the great State of Iowa. Thank you for your attention.

David Orman
President, ISU Professional and Scientific Council

FY 2014 Salary Issues – Perspectives from the Iowa State University Faculty

Suzanne Hendrich, President
Iowa State University Faculty Senate

Declining state appropriations significantly adversely affected the Iowa State University Faculty during FY 2010 and 2011. In FY 2011, the average adjustment in salary was 0.00%. In FY 2012, the average adjustment in salary was 2.30%. In FY 2013, the average adjustment in salary was 2.39%. The effects of the recent worldwide economic downturn remain to be fully reversed, and this is reflected in faculty salaries. ISU faculty are faring better than the average of all AAUP-surveyed institutions (1.7% salary increase from FY 2012 to FY 2013), and all AAUP-surveyed public institutions (1.3% increase). But salaries of Professors lagged below the mean for public doctoral granting institutions surveyed by AAUP in FY 2013 at 0.96 of that mean. Salaries of Associate Professor were indexed at 1.01 and those of Assistant Professors at 1.07 compared with AAUP mean salaries for public doctoral-granting institutions during FY 2013.

However, Iowa State University aspires to maintain and enhance its status as a doctoral-granting, research-extensive institution, so comparison with Peer Eleven institutions are more appropriate than comparisons with AAUP-surveyed public institutions. Overall faculty salaries at ISU remain at the bottom of the Peer Eleven group. Faculty salaries at all ranks fared worse than the Peer Eleven, at 0.97 of the mean for Professors and Associate Professors and 0.95 of the mean for Assistant Professors (2011-12 data). Comparative data for the Peer Eleven is not yet available for 2012-2013. There is significant variation among colleges in comparative salary trends. Compared within the Peer Eleven group, faculty members in the College of Business and the College of Liberal Arts and Sciences have the lowest salaries (0.87 and 0.89, respectively, of the means of these peers).

Faculty resignations declined from FY 2011 to FY 2012 (the latest report). But this report indicated that 6 of 14 respondents of the 26 faculty members who had resigned last year noted that they had moved to a position elsewhere that will provide a “much higher salary than the salary at ISU.” Given ISU’s salary standing within the Peer Eleven, a reasonable concern remains that faculty will seek better opportunities elsewhere. Especially professionally prominent faculty members are likely to be attracted by other institutions, which may be detrimental to ISU.

The ratios of total students: tenured and tenure track faculty or total faculty have increased annually (see table below). This affects faculty workload and productivity in their roles as educators and scholars, and in assisting business, community, family and individual development across the state. How faculty can best cope with expanding student enrollment is a constant concern in discussions with administrators, even though we welcome the increased enrollment as a sign that we are seen as a great institution for higher education.

Trends in Student Enrollment and Faculty Number at ISU, 2009-2012.

	2009	2010	2011	2012
Total students	27945	28682	29887	31040
Total faculty	1545	1519	1545	1597
Tenured and tenure-track faculty	1241	1198	1188	1207
Students/total faculty	18.1	18.9	19.3	19.4
Students/tenured and tenure track faculty	22.5	23.9	25.2	25.7

A recent informal survey of ISU faculty senators asked “How important is it for the faculty to consider quality of life issues (work/life balance, benefits, salary, overall well-being/thriving and related programs)?” 85% of the 46 respondents indicated that this was very important or important. By far, “quality of life” was seen as the most important category of issues for the faculty senate to continue to work on.

ISU faculty members work hard at fulfilling their responsibilities with excellence. Students and their families have the right to expect excellence in their educational experiences. Continuing to increase faculty salary funding is essential to maintain and enhance our excellence.

P&S Council representative statement to BOR, to be read at April 25, 2013 meeting on the UNI campus, by P&S Council President Mark Rowe-Barth:

Board President Lang, President Pro Tem Rastetter, Members of the Board and Board office, Administrators of Regent Institutions and guests: I am grateful today 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 2012, there are 591 P&S employees, spread throughout all four divisions of UNI. The break-down by percentage is 51 percent in the Division of Academic Affairs, 21 percent in the Division of Student Affairs, 18 percent in the President's Division and 10 percent in the Administration and Financial Services Division.

P&S staff members usually have special training, including academic degrees or equivalent experience. Virtually all P&S employees have degrees at the bachelor level, and about half have received one or more post-graduate degrees. P&S employees are vital to UNI's institutional mission, serving students, working with faculty and the public on a year-around basis. In every department, P&S employees facilitate and carry out the mission and work of UNI in roles that range from academic advising and information technology, to counseling and coaching.

As P&S Council President, I continue to be encouraged by the open communication and support we have received from President Allen and the UNI Cabinet. We continue to have open and honest conversations as we have been engaged in leadership meetings, university council, and review processes with our administration. One example of how we are engaged with administration this year is our P&S Council benefits survey. Given the context of FY 14 salary issues with the statements you are receiving today, I want to take this opportunity to highlight some key findings from this recent, spring 2013 survey.

The survey was completed by 190 participants resulting in an approximate 30 percent return. Overall, P&S employees are satisfied with university-provided benefits. Satisfaction with health insurance benefits has remained high as well. However, a noteworthy shift in health insurance satisfaction has occurred. In 2011, 80 percent of employees were very satisfied with their health insurance. In 2013 this reduced to 58 percent. In 2011, health insurance plan offerings were changed taking effect after the 2011 survey. This is the only correlation known to the P&S Council at this time.

Generally, employees are satisfied with their university-provided financial benefits. Significant levels of dissatisfaction occur with wages (37 percent dissatisfied or very dissatisfied) and professional development (17 percent dissatisfied or very dissatisfied). Comments on professional development were primarily focused on the lack of funding, resources, and/or time necessary to complete professional development.

Comments indicating dissatisfaction regarding wages covered 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 on the distribution of raises.
- Inability to move out of the lowest pay quartile.
- Higher pay found in the private sector.

I am confident that the P&S Council and administration will continue to work together on these concerns as opportunities for growth and improvement.

We have been going through a time of considerable change, and that continues today. Given the landscape of higher education, it is important to consider how this change might present opportunities for enhancing UNI's position as a leader in higher education. We trust that through these tough times UNI will succeed in becoming a stronger university, continuing to serve students and the people of Iowa. We know that you worked hard, last year and this year, to obtain special funding for UNI, as *the* comprehensive university in Iowa, and these efforts are very much appreciated. 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 all you will continue to do.