It is clear that the declining state appropriations have significantly impacted the Iowa State University faculty during the last several fiscal years. For FY 2010, the adjustments in salary (due to mandatory furloughs and decreases in benefits) varied from -1.5 to -3.1%, depending on base salary. In FY 2011, the average adjustment in salary was 0.0%. In FY 2012, the average adjustment in salary was 2.3%.

Faculty salaries at ISU continue to remain at the bottom of the Peer 11 group. When considering all faculty ranks, ISU salaries are nearly 1.5 standard deviations below the mean salaries of our peer institutions. The largest discrepancy between Peer 11 salaries and ISU is for Faculty with the rank of Full Professor (1.3 standard deviations below the mean). While Assistant and Associate Professors fare somewhat better, their salaries remain below the mean salary of the Peer 11 group (0.5 and 0.8 standard deviations below the mean, respectively). There is also considerable variation among colleges and faculty in the College of Business and the faculties of humanities and social sciences within the College of Liberal Arts and Sciences have the lowest salaries when compared to the Peer 11 group.

Given the poor position that ISU has within the Peer 11, there is an increasing concern that faculty will seek better opportunities elsewhere. In many instances, the faculty members who will be recruited by other universities have demonstrated exceptional abilities. Losing faculty members of this quality will have a significant impact on ISU. The likelihood of other universities being able to recruit our best faculty increases as the national economy continues to recover.

Record student enrollment coupled with a decrease in the number of faculty members has resulted in larger classes, fewer courses being offered and fears that the quality of the education will be compromised. Faculty members typically have multiple responsibilities to fulfill. In addition to their teaching responsibilities, it is important for faculty to maintain their successes in scholarly research to maintain ISU’s AAU status, in their extension/outreach and economic development responsibilities to the state of Iowa, and their service obligations to the university and their professional disciplines. We are very concerned that the increasing demands on the faculty and the additive impact of several of years of minimal salary increases (or actual salary cuts) are having a significant impact on faculty morale. The faculty at ISU are dedicated to teaching, research and extension/outreach and making significant contributions to the Iowa economy. However, there is a pervasive sense amongst the professoriate that the excellent work conducted by the ISU faculty is not understood nor appreciated by the people of Iowa and, particularly, legislators.

In summary, ISU faculty have not received significant salary increases for the last several fiscal years. Faculty morale is declining. Job satisfaction reflects the economic climate as well as the additional stress resulting from increased student enrollment compared to faculty numbers. Given the status of ISU faculty salaries in our Peer 11 group, the likelihood that ISU faculty will be seeking, or recruited for, opportunities elsewhere is increasing – which will have a significant negative impact on the university. It is imperative that there be a meaningful increase in faculty salaries in FY 2013.