Non-tenure-track Faculty Salary Report

March 16, 2009

Annual Report Submitted by the
Faculty Senate Compensation Committee

Introduction

Data on non-tenure track (NTE) faculty salaries were not available when the Faculty
Since then, ISU Institutional Research has compiled available data on NTE faculty (adjuncts,
lecturers, and clinicians) at ISU and at public universities that supply data to the American
Association of Universities Data Exchange (AAUDE).

Data for NTE faculty salary data are more difficult to compare meaningfully, especially among
institutions, than tenure-track faculty salary data. The categories used to classify tenure-track
faculty (full, associate and assistant professor) are comparable among AAU institutions. The
categories used to classify NTE faculty are not. Someone classified as a lecture at ISU could be
classified as an instructor, temporary instructor or adjunct assistant professor at another AAU
institution. The class “adjunct” is particularly heterogeneous both at ISU and elsewhere.
Historical comparisons within the same institution face a similar problem. For example, at ISU
before 2002, faculty now classified as lecturers and clinicians were called temporary instructors
or adjunct assistant professors. Some NTE faculty are still classified as adjuncts and were not
reclassified as lecturers or clinicians when these classes were created. For historic reasons, a
small number people who teach full time are part of the P&S system. The latter are not included
in this report.

In this report, only mean salaries of full-time NTE faculty (adjuncts, lecturer/senior lecturer and
clinician/senior clinician) who were employed in the 2007-2008 academic year are reported. In
other words, the salaries of all part-time or temporary NTE faculty as well as all visiting NTE
faculty were excluded. Many part-time NTE faculty teach only one or two courses per semester,
often as temporary replacements for faculty on leave, and they are typically paid a flat rate per
course or credit. Full-time NTE faculty are expected to be active participants in their
departments and thus serve on committees and attend professional meetings in their fields. In
short, they are long-term members of the ISU faculty who have a variety of teaching, service,
and research duties.

Annual Salary Increases

Table 1 summarizes mean percent annual salary increases for different classes of employees at
Iowa State University since the 2002-2003 academic year. This was the year that NTE lecturer
and clinician classes were implemented. Since the 2003 fiscal year, the cumulative percent
salary increase for lecturers/clinicians (21.81%) was lower than those for tenure-track faculty
(24.28 to 29.06%). The lecturer/clinician cumulative NTE salary increase was comparable to
that of Merit employees (22.70%), but much lower than that for P&S staff (32.09%). Data on mean annual salary increases of NTE faculty at our peer institutions are not available. Over this period, cumulative annual faculty salary increases at ISU, however, have been lower than those at our peer institutions.

Table 1. Mean annual salary increases (%) of each academic rank at ISU.

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Prof.</th>
<th>Assoc</th>
<th>Assist</th>
<th>Lecturer/ Clinician*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002-2003</td>
<td>2.92</td>
<td>3.11</td>
<td>3.25</td>
<td>3.19</td>
</tr>
<tr>
<td>2003-2004</td>
<td>2.28</td>
<td>2.98</td>
<td>2.64</td>
<td>2.11</td>
</tr>
<tr>
<td>2004-2005</td>
<td>2.43</td>
<td>2.46</td>
<td>2.25</td>
<td>1.50</td>
</tr>
<tr>
<td>2005-2006</td>
<td>3.70</td>
<td>3.69</td>
<td>3.11</td>
<td>3.84</td>
</tr>
<tr>
<td>2006-2007</td>
<td>4.04</td>
<td>4.21</td>
<td>3.36</td>
<td>2.88</td>
</tr>
<tr>
<td>2007-2008</td>
<td>6.68</td>
<td>6.74</td>
<td>4.72</td>
<td>4.07</td>
</tr>
<tr>
<td>2008-2009</td>
<td>5.74</td>
<td>5.87</td>
<td>4.95</td>
<td>4.22</td>
</tr>
<tr>
<td>Cumulative</td>
<td>27.79</td>
<td>29.06</td>
<td>24.28</td>
<td>21.81</td>
</tr>
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</table>

* This category, which includes all lecturers, clinicians, senior lecturers and senior clinicians did not exist prior to 2002-2003.

NTE Salaries by College

Lecturers/senior lecturers are by far the largest class (ca. 75%) of all full-time NTE faculty while adjuncts and clinicians/senior clinicians account for the rest (< ca. 13% each). The best paid NTE faculty in most colleges are adjunct faculty, followed by senior lecturers, and lectures (Table 2). In the humanities and social sciences divisions of LAS, senior lecturers and lecturers surprisingly have similar mean annual salaries. There is a similar situation in the Design College in which senior lecturers are paid only slightly more than lecturers. In the College of Veterinary Medicine, clinicians and senior clinicians are the best paid NTE faculty while adjuncts are the lowest paid. This reflects a difference in the use of the term adjunct in this college than in the other colleges.

In general, NTE faculty have the highest salaries in the Colleges of Engineering and Veterinary Medicine. Lecturers and senior lecturers in the humanities division of the College of Liberal Arts and Sciences have the lowest mean salaries, ca. $34,000 for both lecturers and senior lecturers. To become a senior lecturer, an NTE faculty member has to have been at ISU for the equivalent of at least five academic years and to have been formally reviewed for promotion. Thus in terms of time-on-the-job, senior lecturers are comparable to assistant professors and presumably their salaries should reflect this. Overall, most colleges pay senior lecturers about 80
to 90% of the salaries earned by assistant professors. Senior lecturers in Business, however, are paid only 53% of the salary of assistant professors.

**NTE Salaries at AAU Institutions**

Because most of our peer 11 institutions do not report NTE salaries to the AAUDE, it was impossible to compare NTE salaries on a college basis to those of comparable colleges in our peer 11 institutions. NTE salary data were only available in broad disciplinary categories for all public AAU institutions. NTE faculty salaries at AAU institutions, however, could not be adjusted for length of time in service to make them comparable to NTE faculty profiles at ISU. An additional problem is the small number of NTE faculty at ISU in some disciplines. Because of these problems, the Committee concluded that disciplinary comparisons of NTE salaries between ISU and AAU institutions were too problematic to warrant their inclusion in this report. In spite of these limitations, the data available indicate that mean NTE salaries at ISU are 10% lower than those at AAU public institutions. (Mean tenure-track salaries are about 5% lower at ISU than at our peer institutions.) The available data also suggest that about 80% of the NTE faculty at ISU are paid less than their counterparts at public AAU institutions.

**NTE Salary Concerns**

In most colleges, NTE faculty appear to receive regular salary increases, and for long-serving adjunct faculty their salaries can exceed those of tenure-track faculty, at least those of assistant professors. There is one major exception. Because lecturers and senior lecturers are paid nearly identical salaries (Table 2), mean salaries of lecturers and senior lecturer in the humanities and social sciences divisions of the College of Liberal Arts and Sciences appear not to be regularly incremented. This suggests that, both lecturers and senior lecturers are being paid using the same per course or credit rate. The absence of any relationship between salary and qualifications indicates that there is a serious problem with NTE salary policy in this college.

The very low salaries paid lecturers and senior lecturers in LAS are of particular concern. To illustrate the magnitude of this problem, mean salaries for NTE faculty in English at AAU institutions in 2008 were just over $40,000 while at ISU they were about $28,000 or more than 30% lower. For comparison, according to the US Census Bureau, the current poverty level in the United States for a family with 2 to 4 children ranges from about $21,000 to $28,000; according to the NEA, the mean salary of K-12 teachers in Iowa is $46,664; and according to the University of Northern Iowa’s United Faculty Master Agreement, the minimum salary for an instructor with 0 years experience is about $37,000 and with 5 years experience is $40,000.

**Summary and Policy Implications**

Since the 2002/2003 academic year, cumulative annual salary increases of NTE faculty at ISU have lower than those of tenure-track faculty and P&S staff. Like tenure-track salaries, NTE salaries differ significantly among colleges, which is largely a reflection of market forces. Overall, the highest NTE salaries are in Engineering and Veterinary Medicine while the lowest are in the humanities division of LAS. Although some groups of NTE faculty have salaries that are higher or comparable to those at public AAU universities, overall NTE salaries at ISU are
about 10% lower than those at public AAU institutions and about 80% of NTE faculty at Iowa State University appear to be paid less than their counterparts at AAU institutions.

Many of the same policy issues need to be examined with regard to NTE salaries that were previously identified by the Committee in their tenure-track salary report. What are the criteria used to set annual NTE faculty salary increases? Are they equitable? What should be the relative importance of cost of living increases, merit increases, market factors, retention, etc. in annual salary determinations? How will the new budget model potentially alter polices and procedures used to determine NTE faculty salaries?

There is, however, a unique problem with NTE salaries that has no counterpart in tenure-track salary patterns. Lecturer and senior lecturer salaries in two divisions of the College of Liberal Arts and Sciences are paid essentially the same annual salary. This lack of a relationship between salaries and qualifications indicates a serious NTE salary-policy problem in this College. As part of its overall deliberations for improving faculty salary policies and procedures, the Compensation Committee will specifically address this problem and will examine ways to solve it, including the feasibility of establishing a minimum salary for NTE faculty.
Table 2. Mean salaries of full-time NTE faculty at Iowa State University in 2008 academic year. All A-base NTE salaries were converted to B-base. Data supplied by ISU Institutional Research. Mean salaries of assistant professors for each college or college division and the ratio of mean lecturer (L) and senior lecturer (SL) salaries to that of mean assistant professor (Asst Prof) salaries are also included for comparative purposes.

<table>
<thead>
<tr>
<th></th>
<th>Business</th>
<th>CALS</th>
<th>Design</th>
<th>Engineering</th>
<th>Human Sciences</th>
<th>LAS HUM</th>
<th>LAS M&amp;S</th>
<th>LAS SS</th>
<th>LAS ALL</th>
<th>VET MED</th>
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</thead>
<tbody>
<tr>
<td>Adjunct</td>
<td>$57,432</td>
<td>$50,000</td>
<td>$71,512</td>
<td>$104,914</td>
<td>$53,946</td>
<td>$48,233</td>
<td>$60,714</td>
<td>--</td>
<td>$53,780</td>
<td>$32,183</td>
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<tr>
<td>Lecturer</td>
<td>$42,453</td>
<td>$47,798</td>
<td>$42,535</td>
<td>$59,751</td>
<td>$38,406</td>
<td>$34,524</td>
<td>$48,153</td>
<td>$38,085</td>
<td>$61,957</td>
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</tr>
<tr>
<td>Senior Lecturer</td>
<td>$58,027</td>
<td>$52,622</td>
<td>$44,416</td>
<td>$72,538</td>
<td>$49,769</td>
<td>$34,254</td>
<td>$54,627</td>
<td>$48,220</td>
<td>$84,273</td>
<td></td>
</tr>
<tr>
<td>Clinician</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>$45,000</td>
<td>$48,820</td>
<td>$40,029</td>
<td>--</td>
<td>--</td>
<td>$40,029</td>
<td>$66,474</td>
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<tr>
<td>Senior Clinician</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>$45,717</td>
<td>--</td>
<td>--</td>
<td>--</td>
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<td>$93,451</td>
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<tr>
<td>Assist. Prof.</td>
<td>$110,322</td>
<td>$65,978</td>
<td>$57,422</td>
<td>$79,559</td>
<td>$57,831</td>
<td>$50,433</td>
<td>$68,039</td>
<td>$57,381</td>
<td>$59,473</td>
<td>$75,331</td>
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<tr>
<td>L/Asst Prof</td>
<td>0.38</td>
<td>0.72</td>
<td>0.74</td>
<td>0.75</td>
<td>0.66</td>
<td>0.68</td>
<td>0.84</td>
<td>0.64</td>
<td>0.82</td>
<td></td>
</tr>
<tr>
<td>SL/Asst Prof</td>
<td>0.53</td>
<td>0.80</td>
<td>0.77</td>
<td>0.91</td>
<td>0.86</td>
<td>0.68</td>
<td>0.80</td>
<td>0.84</td>
<td>0.68</td>
<td>1.12</td>
</tr>
</tbody>
</table>

NOTES: CALS = College of Agriculture and Life Sciences; LAS = College of Liberal Arts and Sciences; VET MED = College of Veterinary Medicine; HUM = Humanities departments in LAS; M&S = Mathematics and Science departments in LAS; SS = Social Science Departments in LAS; and ALL = entire College of Liberal Arts and Sciences.