

7 September, 2012

Faculty Senate Budget Committee Salary Survey Results

Faculty Senate Budget Committee Salary Survey

Survey Questions

1. My name is _____ and I am a professor of _____ at UNC Wilmington and a member of the Faculty Senate Budget Committee. We are gathering information on faculty and staff salaries at peer schools since 2008. Can you help me today with two simple salary questions?

[If they are willing to speak with you, ask them the questions below; if they refer you to someone else, contact that person and start over.]

2. We have selected three peer schools from each of five southeastern states. A list of the surveyed schools, and the data we compile, is available to you on request. Give us a phone number or email address and we can provide the information when our survey is complete.

[Be willing to name the surveyed schools at this point if they request; do not provide any information on the data we have gathered, unless they ask about UNCW. Tell them the truth about UNCW; there have been no faculty or staff raises since 2008.]

3. We do not wish to ascertain any individual salaries; we wish only to gather information on the general level of changes in the existing salaries at your school, not changes in salary levels for new hires. Has your school provided any faculty or staff raises, except for promotion – as from assistant to associate professor – since 2008? **If so, is there an available data source we can access for some general information on your salaries?** We do not require precise data, we simply wish to discover the general level of the increases for each year. Did they average 1 or 2%? 3%? More?

4. Thank you for your time, and we will be sure to provide you our findings in a few weeks.

<u>Surveying Faculty Member</u>	<u>University</u>	<u>Salary Changes</u>
Paige Tan	<i>Coastal Carolina</i>	FY2008/09 1% increase FY2008/09 0% increase FY2011/12 3% increase FY2012/13 3% increase
	<i>Winthrop</i>	FY2008/09 1% increase FY2008/09 0% increase FY2011/12 0% increase FY2012/13 3% increase
	<i>College of Charleston</i>	FY2008/09 0% increase FY2008/09 0% increase FY2011/12 0% increase FY2012/13 3% increase

<u>Surveying Faculty Member</u>	<u>University</u>	<u>Salary Changes</u>
Mark Imperial	<i>Georgia Southern</i>	No information provided for 2008-present
	<i>Kennesaw State</i>	0, have done a few equity increases for specific positions, but nothing as a whole
	<i>Valdosta State</i>	No information provided
Kathleen Ennen*	<i>George Mason</i>	Last across-the-board raise for faculty was November 2007 ~3% Received a state bonus of 3% last year University funded a 2.25% across-the-board increase in August 2011
	<i>Virginia State University</i>	No GA funded salary increase in four years for faculty. In April 2012 did an "internal equity" adjustment for very select faculty based on an "internal market alignment" Received a state bonus of 3% last year
	<i>James Madison University</i>	Faculty have not received merit increases in 4 years. Received a state bonus of 3% last year Faculty will receive a 3% bonus this year funded by the state.* Salary adjustments were made this year due to inversion.

*A 3% bonus is being considered for all Virginia schools for the current year; it is not yet confirmed.

<u>Surveying Faculty Member</u>	<u>University</u>	<u>Salary Changes</u>
Clay Moffett	<i>University of Alabama Birmingham</i>	FY2008/09 0% increase
		FY2009/10 0% increase
		FY2010/11 3% increase
	<i>Auburn University Montgomery</i>	FY2011/12 3% increase
		FY2008/09 0% increase
		FY2009/10 0% increase
	<i>University Southern Alabama</i>	FY2010/11 3% increase
		FY2011/12 2% increase
		FY2008/09 2.5% increase
Edward Graham	<i>Florida Gulf Coast</i>	FY2009/10 0% increase
		FY2010/11 One-time supplement of 2%
		FY2011/12 One-time supplement of 2% plus a 2.5% increase
	<i>U West Florida</i>	FY2008/09 \$1000 +/- bonus
		FY2009/10 0% increase
		FY2010/11 0%, \$1000 +/- bonus
	<i>U North Florida*</i>	FY2011/12 2% % increase
		FY2008/09 \$1250 bonus
		FY2009/10 0% increase
	<i>U North Florida*</i>	FY2010/11 1.7% increase
		FY2011/12 2% increase
		FY2008/09 0% increase
		FY2009/10 0% increase
		FY2010/11 3% increase**
		FY2011/12 0% increase

**The UNF raise in 2010 was university-funded, as were several of the other raises listed above. Info on the these universities and the various contacts made are available from the members of the Faculty Senate Budget Committee.

