

Memorandum
August 22, 2005

From: David T. King, Jr.
Professor of Geology
Past Chair, Welfare Committee (2002-2004)
210 Petrie Hall

To: John G. Heilman
Provost and Vice President for Academic Affairs
208 Samford Hall

and

L. Conner Bailey
Professor of Agricultural Economics and Rural Sociology
Chair, University Senate
203 Comer Hall

CC: Richard Penaskovic (Chair-Elect, University Senate); Willie D. Larkin (Past Chair, University Senate); Rik Blumenthal (Chair, Welfare Committee)

RE: Report on behalf of the Welfare Committee to the University Senate concerning the results of the first Welfare web survey: *“Uncompensated summer work performed by 9-month faculty at Auburn University”*

Rationale

This memorandum is being sent to you in anticipation of a planned presentation of results of the first Welfare web survey titled *“Uncompensated summer work performed by 9-month faculty at Auburn University”* to the University Senate. Presentation of these results is planned for the Senate meeting of September 6, 2005.

The data and contents of this report were collected at the outset of the fall term 2004 and then compiled and presented to the Faculty Welfare Committee, chaired by Rik Blumenthal (Chemistry), in November, 2004.

First I will give my findings (sections I-IV) and then I will give the comments of the Welfare Committee on the data and findings (section V). More information and a more detailed summary of the data may be found on the attached CD (Appendix).

Results

The following is taken from the report of results made to the Welfare Committee in November, 2004:

I. This is a recap of the history of the Welfare web survey at issue.

2002 - Faculty Welfare Committee discussed the issue of uncompensated summer work by 9-month faculty employees and determined that this was an appropriate matter for the committee to investigate.

2003-2004 – The Committee met to discuss a survey instrument designed to gain information on uncompensated summer work being done by 9-month faculty. Committee agreed on an appropriate set of questions after a series of meetings.

April 2004 – Committee Chair met with Provost (Hanley) to gain permission to post the survey on AU web page.

July 2004 – Committee Chair (King) received IRB approval for survey contents. IRB #04-063EX0406.

July-August 2004 – Survey web page set up by OIT at <http://votes.auburn.edu> behind a log-in page. Survey instrument was tested by Welfare committee members in a trial run.

August-October 2004 – Survey open for input by only 9-month faculty. E-mail announcement made twice to all 9-month faculty, once at outset and once near the end of the survey period. One announcement was made via *AUDaily* (e-mail newsletter to faculty) near the mid-point of the survey period. Of the 1014 individual 9-month faculty with valid e-mail addresses, 321 or 31.7% responded during the survey period.

II. This is a recap of methods used in the Welfare web survey at issue.

The committee was advised by Janet Sugg in OIT as to the number of eligible 9-month faculty at Auburn University, main campus only, and the following categories of 9-month faculty.

1. *Job code G - 9-MO EXEMPT FACULTY, 100%*
2. *Job code H - 9-MO FACULTY, LESS THAN 100%*
3. *Job code J - 9-MO FACULTY with summer appointment*

All three kinds were included in the e-mail announcements and their IDs and passwords were okayed by OIT for access to the survey instrument on the AU web page. The survey was then activated for a period of about 6 weeks.

This is the faculty survey instrument used in the web survey, as approved by the Auburn University Institutional Review Board for human-subjects research.

SURVEY INSTRUMENT (<http://votes.auburn.edu>)

Faculty Survey On Uncompensated Summer Work

The summer term (or "summer") is defined as May 15-August 15. Please do not answer any questions if you are not a full-time, 9-month faculty member at Auburn (Instructor, Assistant Professor, Associate Professor, or Professor rank).

Please Indicate your College or School:

- Agriculture
- Architecture
- Business
- Education
- Engineering
- Forestry - Wildlife
- Human Sciences
- Liberal Arts
- Nursing
- Pharmacy
- Sciences - Mathematics
- Veterinary Medicine
- Other

Q1 - Is working at Auburn during summer, whether paid or unpaid, expected by your department (or the unit that evaluates you at the end of the year)?

- Yes
- No

Q2 - Is it an expectation that you seek summer support from outside sources (e.g., grants or contracts) for yourself during summer whether you are successful or not?

- Yes
- No

Q3 - Do you think that unpaid summer work is expected of you for tenure, promotion, or merit raises?

- Yes
- No

Q4 - Whether you received any summer salary in recent years or not, do you typically perform tasks over the summer that you consider to be work for the University (i.e., work in furtherance of your assigned duties) for which you did not receive any compensation?

- Yes
- No

Q5 - In recent years, how many *unpaid* hours (i.e., man hours) have you worked for Auburn during a typical summer? Include all type of work: class preparation, committee work, graduate student supervision, teaching, etc. For example, 8 hours/day x 5 days/week x 4 weeks = 160 hours.

- zero (I was paid for all my work or I did not work for Auburn at all, paid or unpaid)
- 1 to 25 hours

- 26 to 100 hours
- 101 to 200 hours
- 201 to 300 hours
- over 300 hours
- Prefer not to say, but I did unpaid work for Auburn during the summer

Q6 - If you typically work for Auburn during the summer and receive no compensation for some or all of your summer work, what is the nature of the work for which you are not *fully* compensated? (check all that apply)

Supervising graduate students • Yes • No

Teaching classes • Yes • No

Working on funded grant projects • Yes • No

Working on grant proposals • Yes • No

Outreach activities • Yes • No

Service activities (e.g., university, school/college, departmental committees) • Yes • No

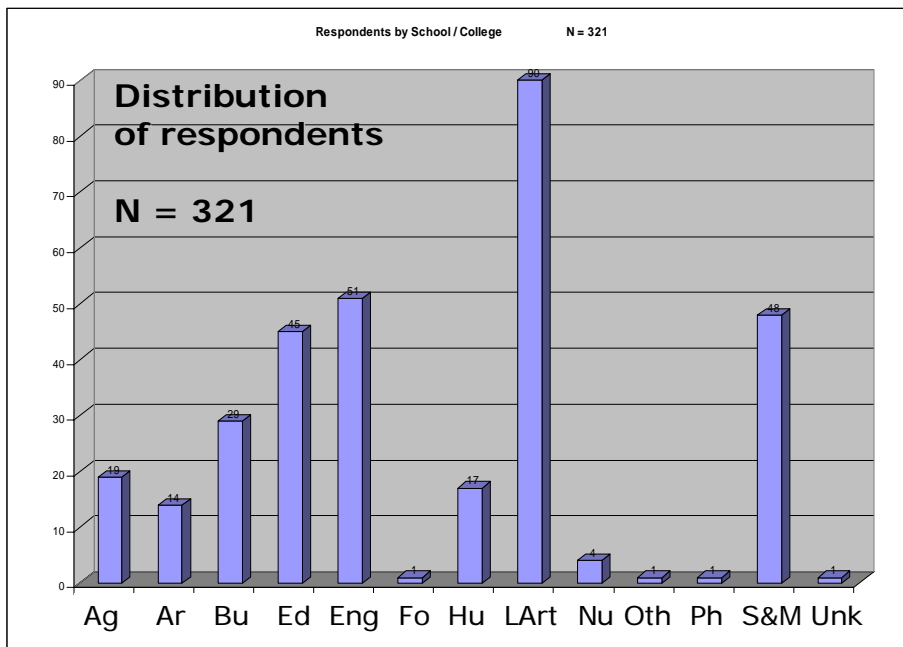
Other • Yes • No

Q7 - Do you think that the university should provide summer support for a faculty member who is expected to work during the summer term?

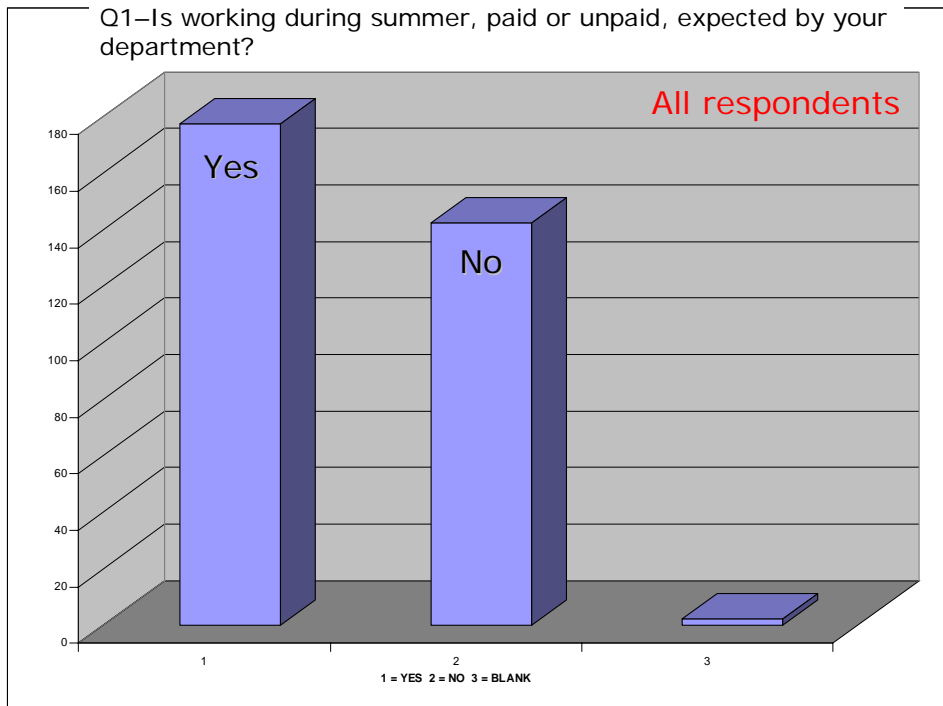
- Yes
- No
- Not sure/depends upon the circumstances

III. The following is a recap of the data obtained in this survey.

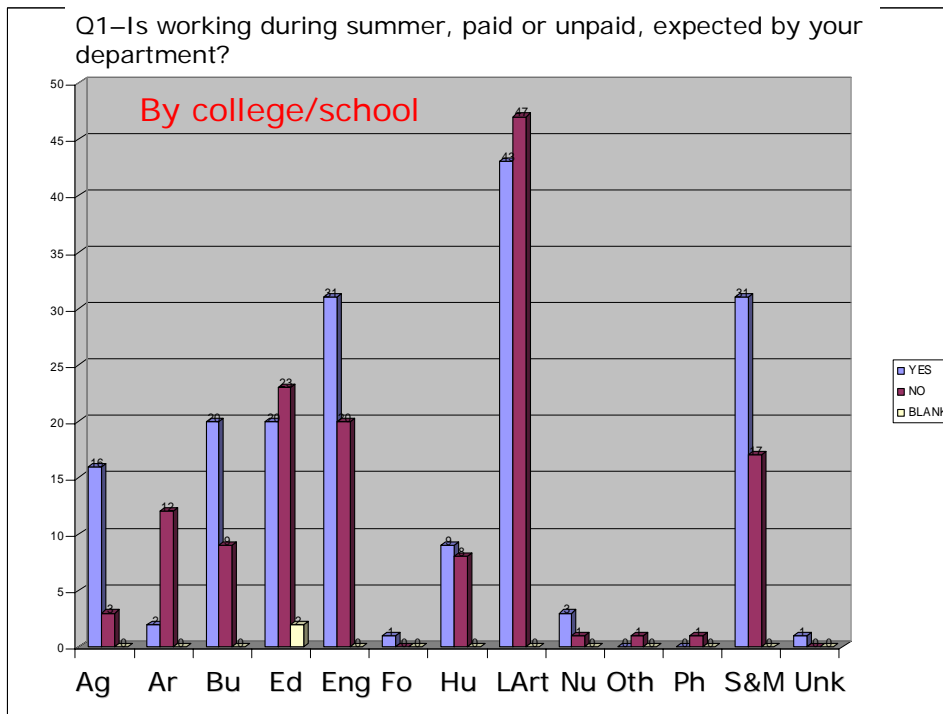
A. Distribution of respondents by school and college.



B. Answers to Question 1 by all respondents.



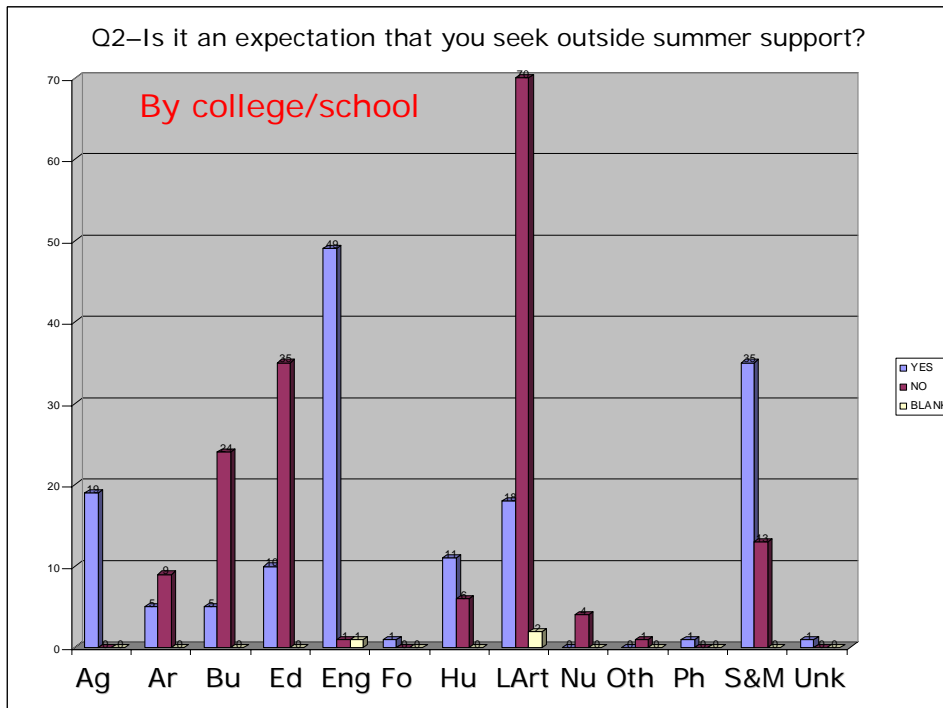
C. Answers to Question 1 by school or college.



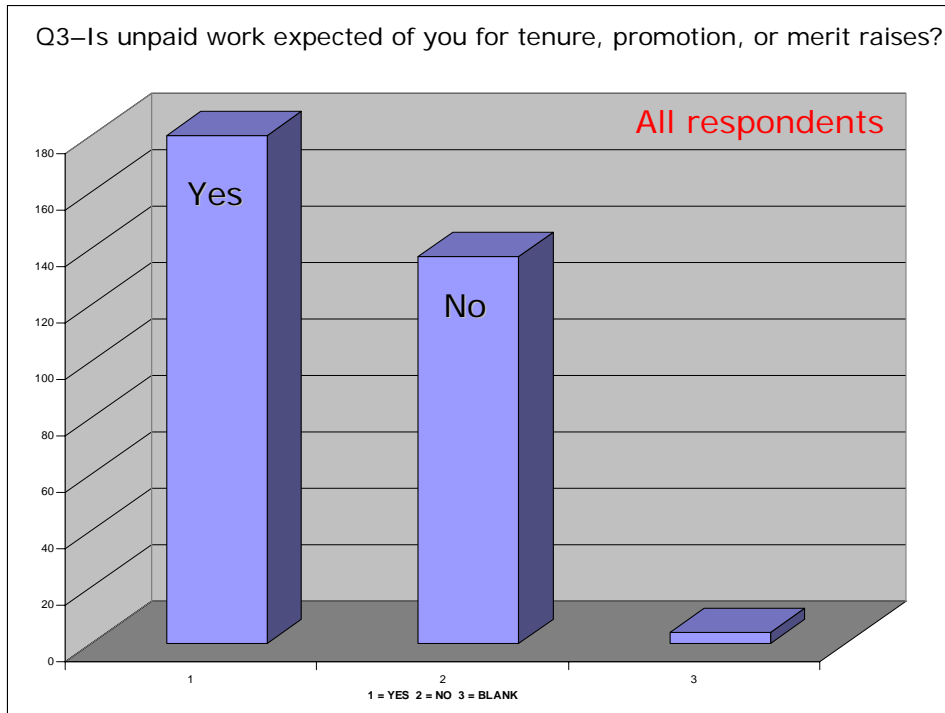
D. Answers to Question 2 by all respondents.



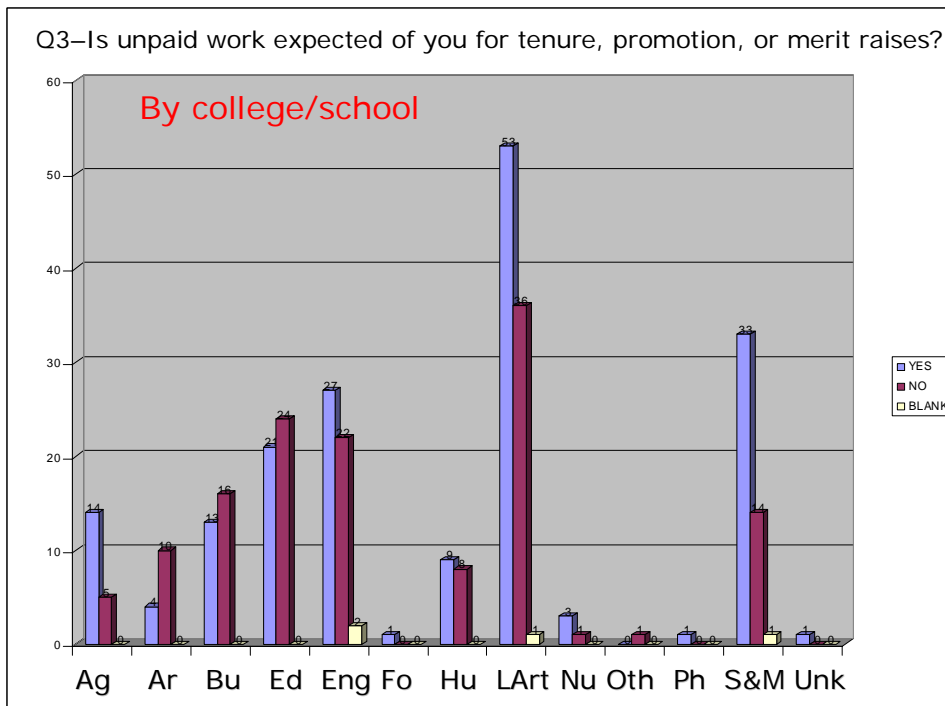
E. Answers to Question 2 by school or college.



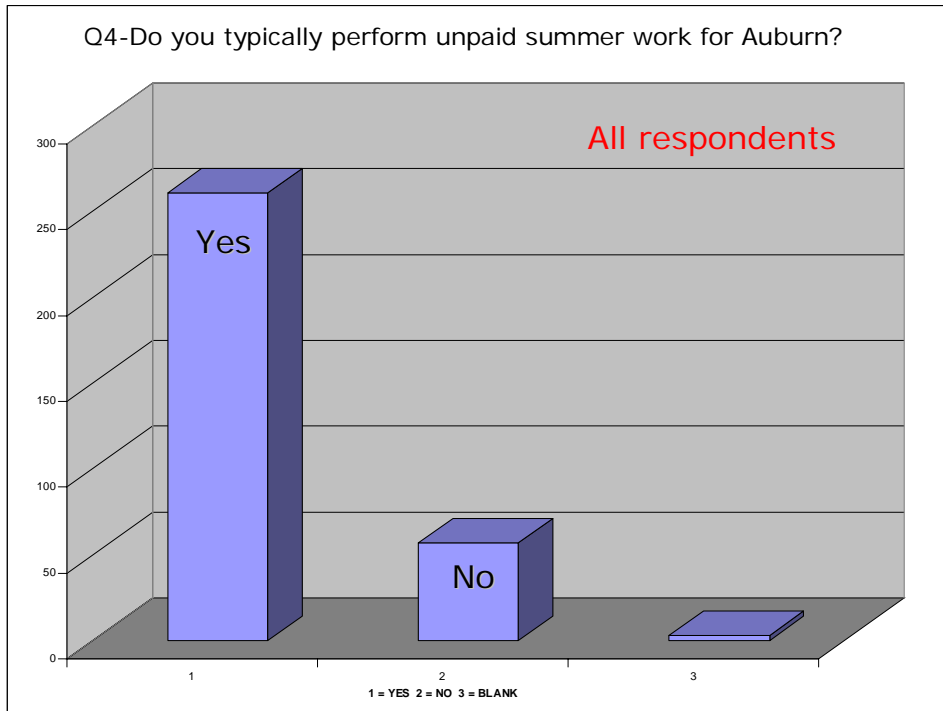
F. Answers to Question 3 by all respondents.



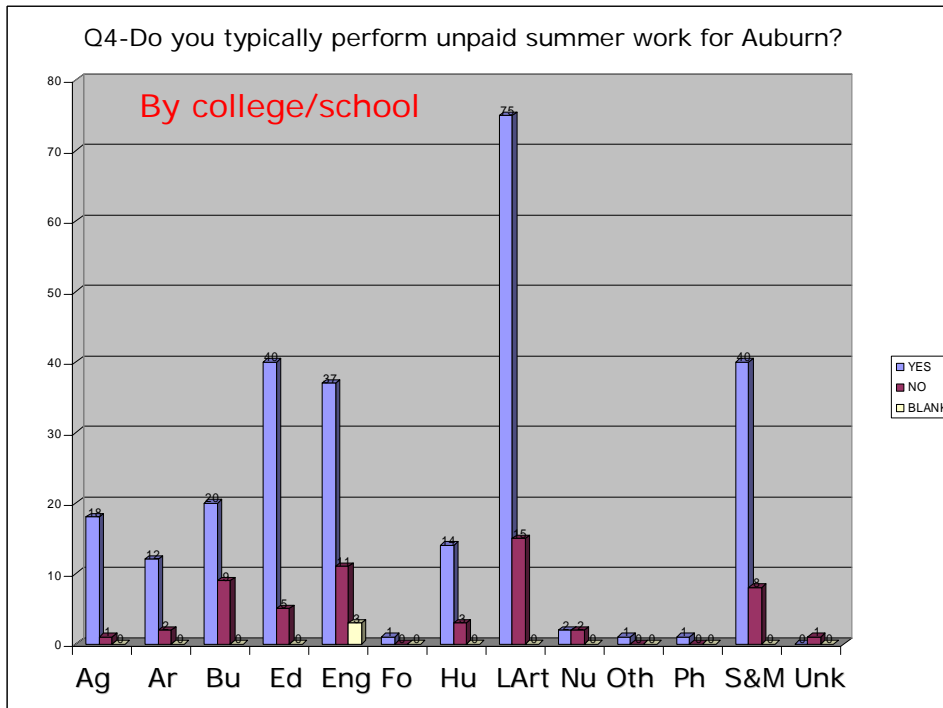
G. Answers to Question 3 by school or college.



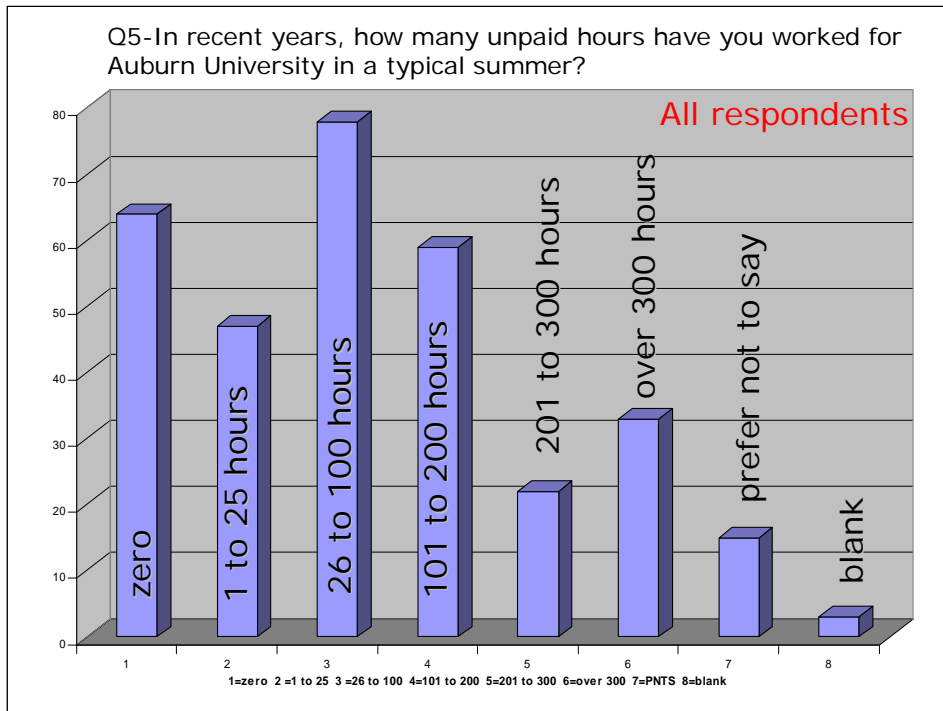
H. Answers to Question 4 by all respondents.



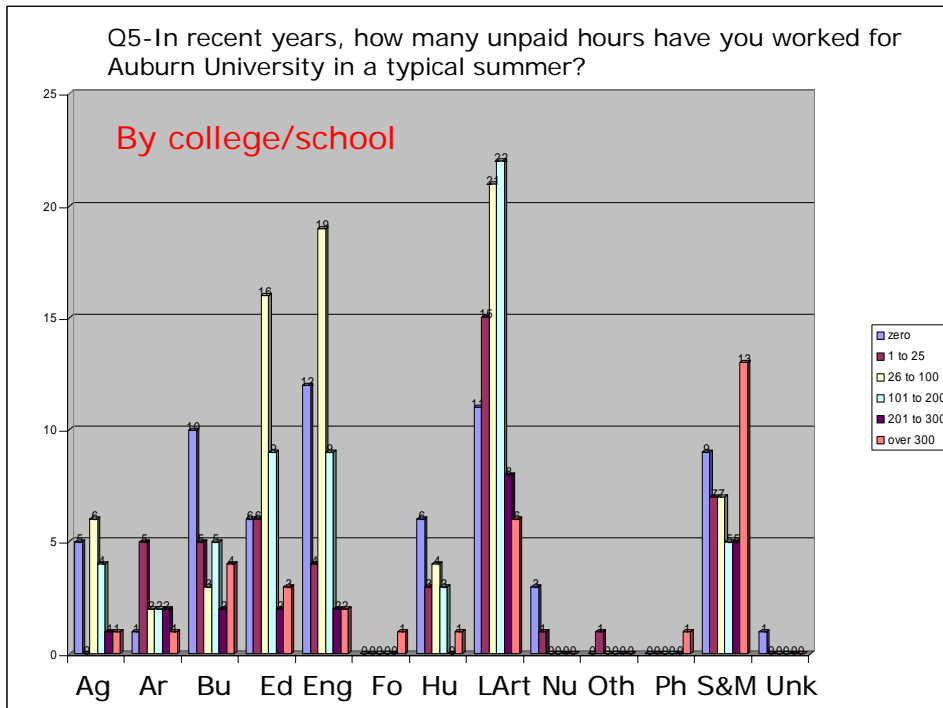
I. Answers to Question 4 by school or college.



J. Answers to Question 5 by all respondents.

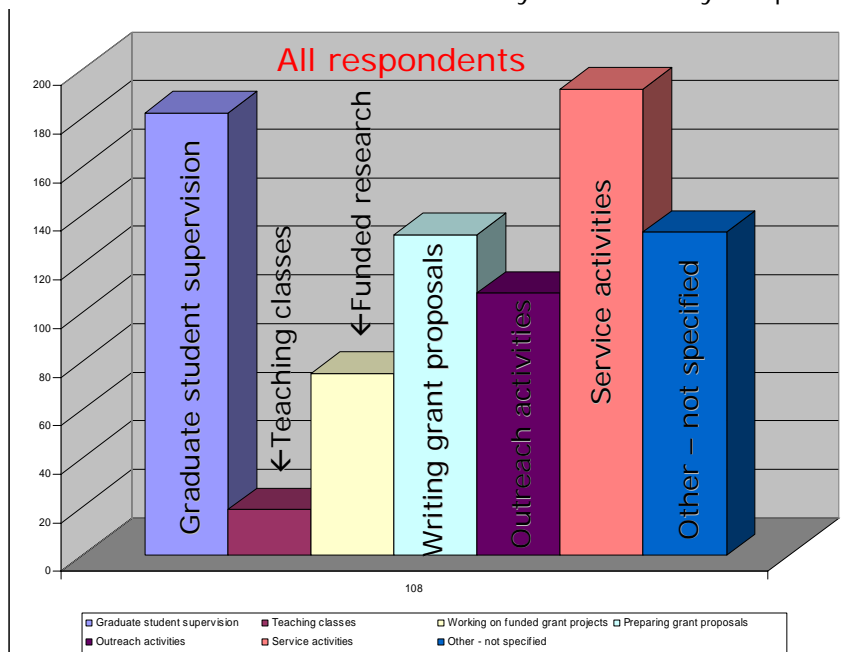


K. Answers to Question 5 by school or college.



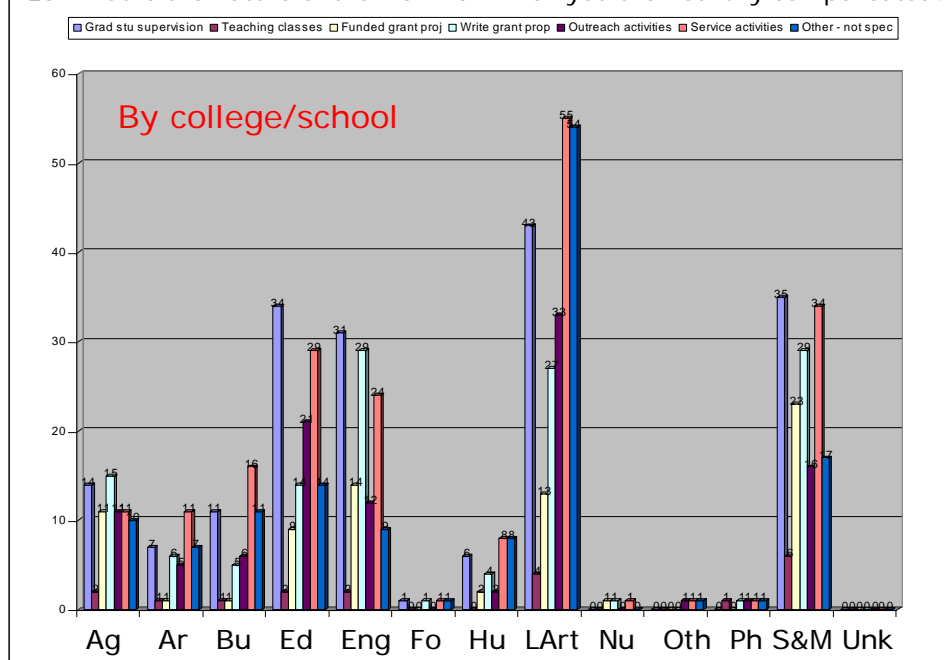
L. Answers to Question 6 by all respondents.

Q6-What is the nature of the work for which you are not fully compensated?

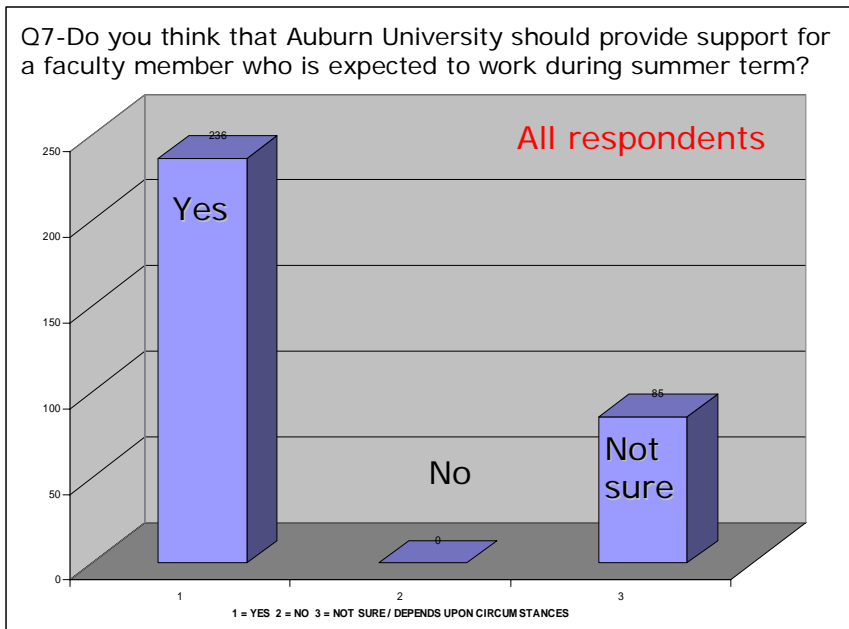


M. Answers to Question 6 by school or college.

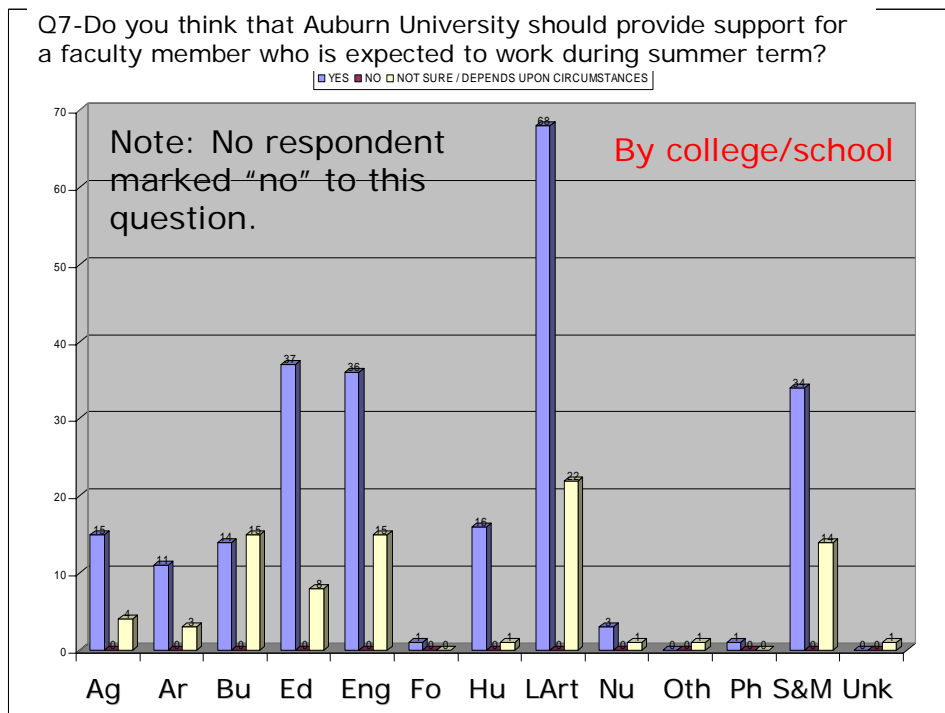
Q6-What is the nature of the work for which you are not fully compensated?



N. Answers to Question 7 by all respondents.



O. Answers to Question 7 by school or college.



IV. The following are the conclusions presented to the Welfare Committee in November 2004 with the data above.

1. 321 of 1014 nine-month faculty took the time to respond to a survey on uncompensated summer work. This is a response rate of 31.7%.

2. Most respondents were in Liberal Arts (90), Engineering (51), Sciences and Math (48), and Education (45).

3. Overall, more respondents (55.1%) say that summer work, paid or unpaid, is expected by their department. Two-thirds or more of the respondents in Agriculture, Business, Nursing, and COSAM agree on this point.

4. Overall, a slight majority of respondents (50.8%) say that finding outside summer support is not expected by their department. By overwhelming majorities, the respondents in Agriculture, Engineering, and COSAM disagree with their peers on this point.

5. Overall, more respondents (56.1%) say that summer work is expected by their department for tenure, promotion, and merit raises. Two-thirds or more of the respondents in Agriculture, Liberal Arts, and COSAM agree on this point.

6. Overall, the vast majority of respondents (81.3%) say that they perform unpaid summer work for Auburn. Well over two-thirds of the respondents in all schools and colleges (with more than 4 respondents) agree on this point.

7. The modal (“most marked”) response for school and colleges regarding faculty estimates of unpaid summer work are as follows:

Agriculture – 26 to 100 hours
Architecture – 1 to 25 hours
Business – zero
Education – 26 to 100 hours
Engineering – 26 to 100 hours
Human Sciences - zero
Liberal Arts – 26 to 200 hours
Sciences & Math – over 300 hours

8. Overall, the two most commonly reported types of unpaid work during summer terms were: (1) *graduate student supervision* and (2) *service activities*.

High modal (“most marked”) response for school and colleges regarding these 2 activities are as follows:

Graduate student supervision

Education
Engineering
Liberal Arts
Sciences and Math

Service activities

Education
Engineering
Liberal Arts
Sciences and Math

9. Overall, an overwhelming majority of respondents (73.5%) say that Auburn University should compensate 9-month faculty who are “expected to work during the summer term.”

No respondent indicated “no” to this question, but 26.5% were “not sure” or felt the answer “depends on the circumstances.”

V. The following is the report of the Welfare Committee written after the presentation of the above findings. (Author: Rik Blumenthal)

A. Comments on each question.

Q1–Is working during summer, paid or unpaid, expected by your department?

A small majority answered yes. The numbers varied by greatly by college. The College of Architecture and Design responded overwhelmingly no (12 to 2). The Colleges of Education, Human Sciences and Liberal Arts responded roughly equally yes and no. The Colleges of Business, Engineering and Science & Math responded with majorities yes (~3:2 in Eng. and ~2:1 in the other two). The college of Agriculture responded overwhelmingly yes (~5:1)

Q2–Is it an expectation that you seek outside summer support?

Overall, this question broke slightly toward no. The answers also varied greatly by College. The Colleges of Business, Education and Liberal Arts answered overwhelmingly no, while the Colleges of Agriculture, Engineering and Science & Math answered overwhelmingly yes. The College of Architecture & Design responded with a majority no, while Human Sciences responded with a majority yes.

Q3–Is unpaid work expected of you for tenure, promotion, or merit raises?

Overall, a majority answered yes. The Colleges of Business, Education, Engineering and Human Sciences all responded roughly equally yes and no. The

Colleges of Agriculture, Liberal Arts, and Science & Math answered a majority yes. The College of Architecture & Design answered a majority no.

Q4-Do you typically perform unpaid summer work for Auburn?

Overall, a strong majority responded with yes, across all colleges.

Q5-In recent years, how many unpaid hours have you worked for Auburn University in a typical summer?

The responses varied only slightly between colleges. The most likely responses were zero, 20-100 hours and 100-200 hours, varying from college to college but all of comparable numbers. The College of Science & Math was the only outlier of that trend with 300+ hours being the most common answer.

Q6-What is the nature of the work for which you are not fully compensated?

This question was relatively evenly split among all functions, except teaching, where the response was very low. The results only varied greatly between colleges in the relative responses to funded research and other. The committee suspected that other might include unfunded research/scholarship.

Q7-Do you think that Auburn University should provide support for a faculty member who is expected to work during summer term?

236 responded with yes, 86 responded with “not sure”, and none responded with no. Only in the College of Business were the “not sure” roughly equal to the yes responses.

B. Concluding comments.

The discussion that followed centered on the expectation of unpaid work to achieve tenure and promotion, which existed to varying degrees in different Colleges. It was suggested by some committee members during discussion that it may be a violation of the rules in the Faculty Handbook, or perhaps it should be. The committee agreed unanimously that the data should be presented without a conclusion or editorial comment. The presentation should be results only, leaving the listener to draw his/her own conclusions. Raw data in table form should be made available to anyone who might be interested. The committee also wanted to know the number of possible respondents in each college. It was pointed out that generally a 30% or greater response rate is considered to be required for statistical reliability. The response rate to this survey was 31.7%.

VI. Appendix.

Please see the CD-ROM included with this report for information and raw data.