

Faculty Welfare Committee Web Survey:

*"Uncompensated Summer
work by 9-month faculty
at Auburn University"*

Fall 2004

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History:

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 to gain permission to post the survey on AU web page.

July 2004 – Committee Chair 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 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 9-month faculty with valid e-mail addresses, 321 or 31.7% responded during the survey period.

Kinds 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.

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

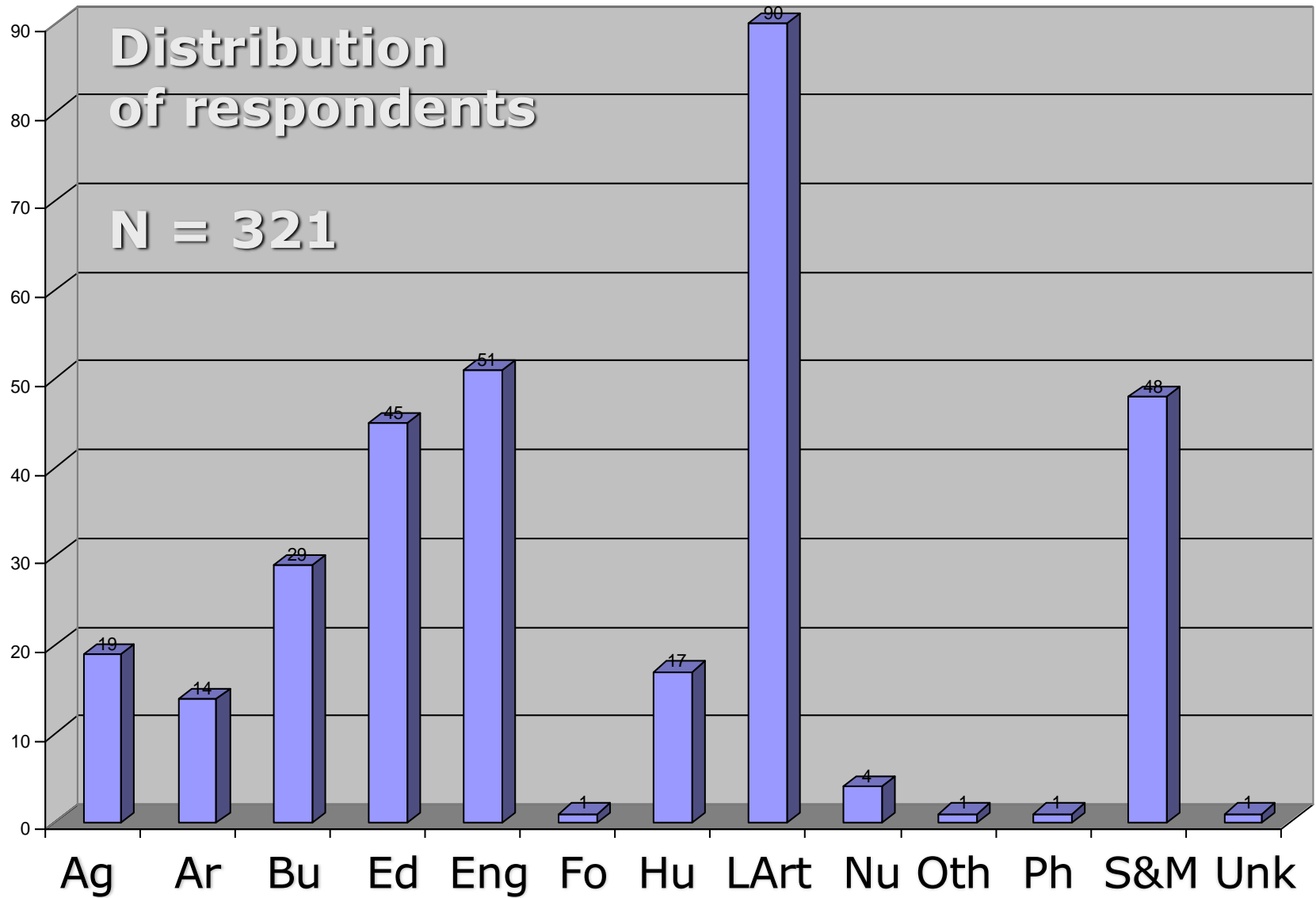
Other • Yes • No

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**
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Respondents by School / College

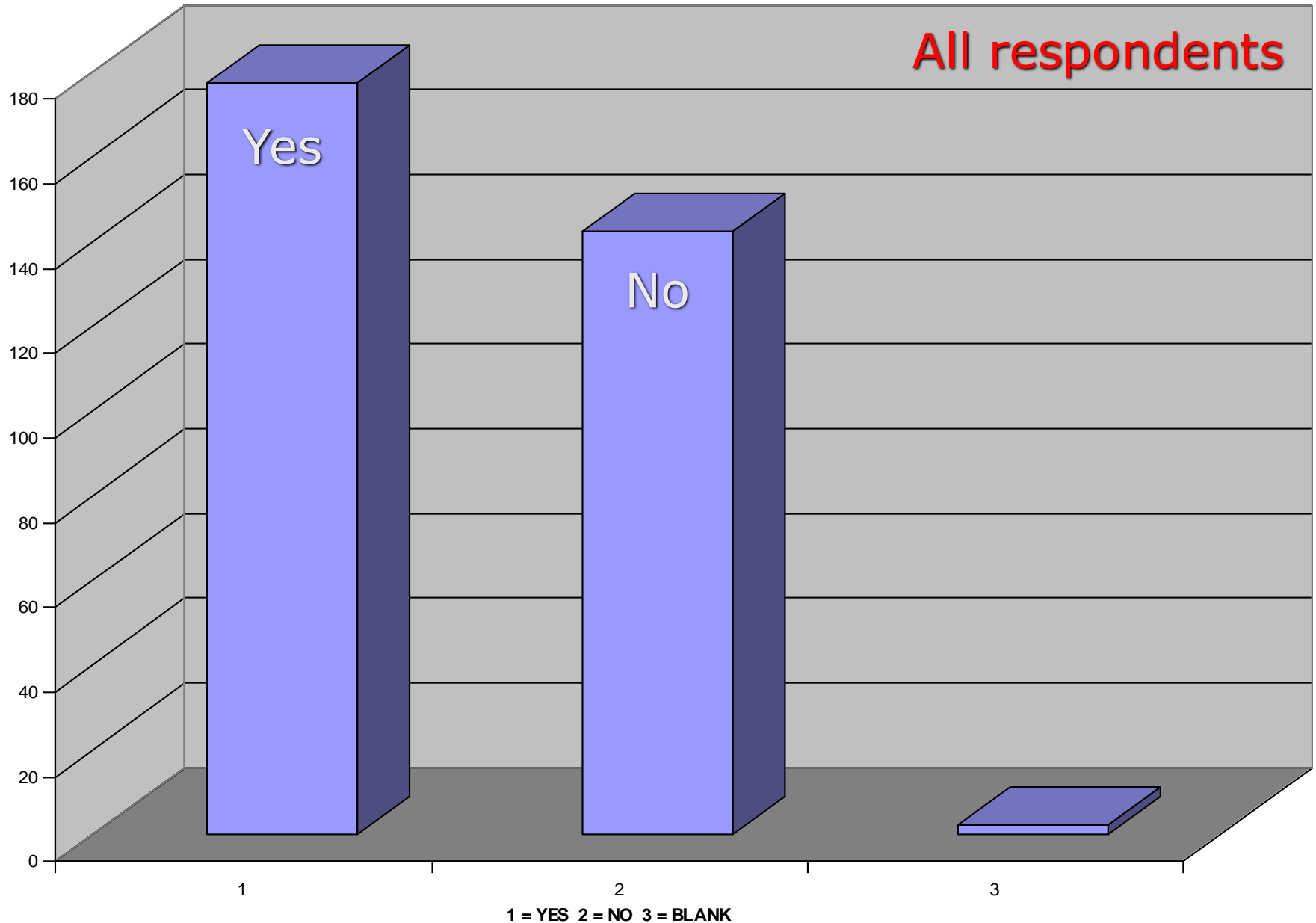
N = 321



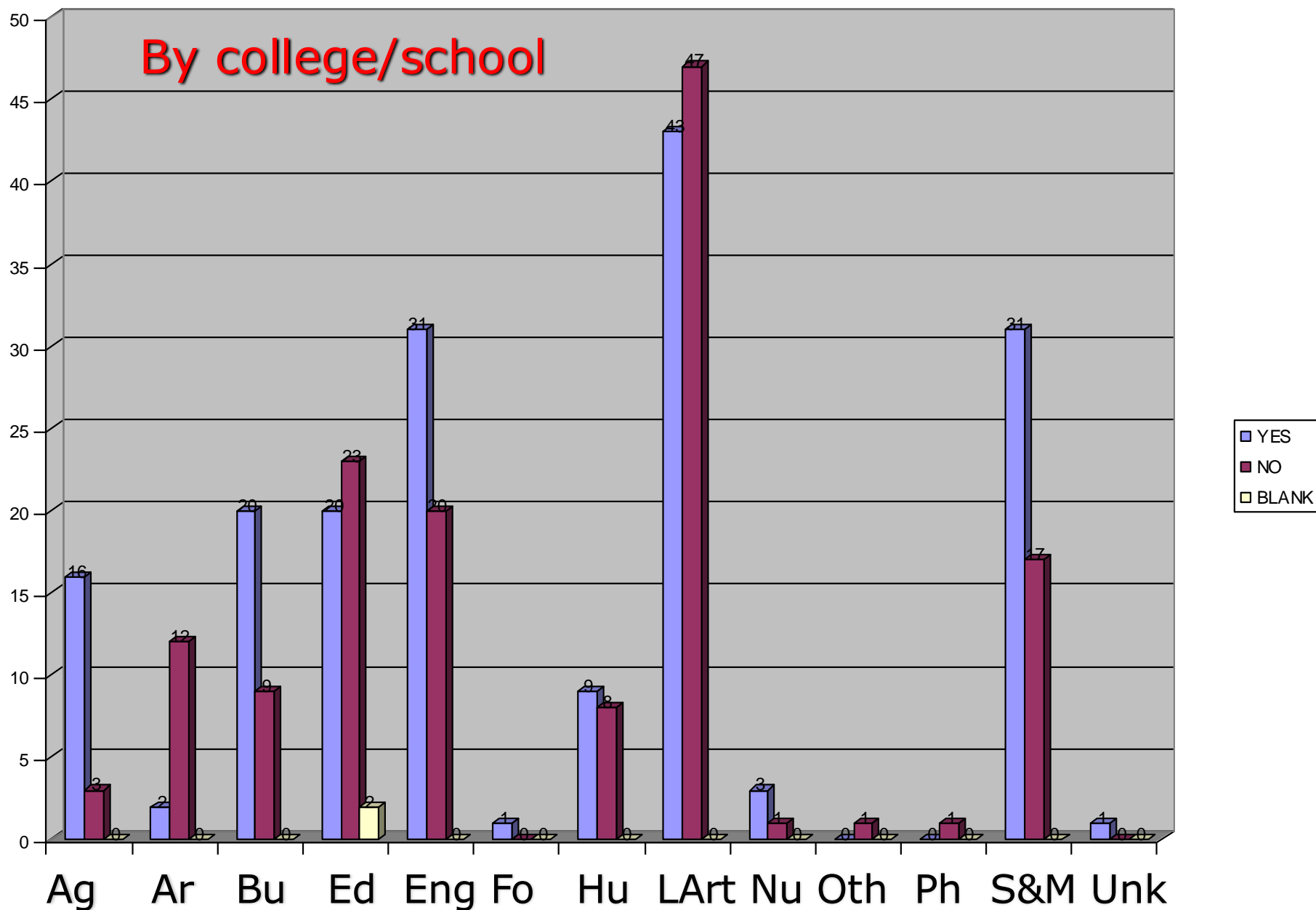
Example of collected data binned by school/college.

	Q1-yes	Q1-no	Q1-blank	Q2-yes	Q2-no	Q2-blank
	Is working during summer expected?			Expected that you seek support?		
School / College						
Agriculture (19)	16	3	0	19	0	0
Architecture (14)	2	12	0	5	9	0
Business (29)	20	9	0	5	24	0
Education (45)	20	23	2	10	35	0
Engineering (51)	31	20	0	49	1	1
Forestry and WLS (1)	1	0	0	1	0	0
Human Sciences (17)	9	8	0	11	6	0
Liberal Arts (90)	43	47	0	18	70	2
Nursing (4)	3	1	0	0	4	0
Other (1)	0	1	0	0	1	0
Pharmacy (1)	0	1	0	1	0	0
Sciences and Math (48)	31	17	0	35	13	0
Unknown (1)	1	0	0	1	0	0
SUMS by column	177	142	2	155	163	3
QUESTION SUMS			321			321
PERCENT by column	55.1	44.2	0.6	48.3	50.8	0.9

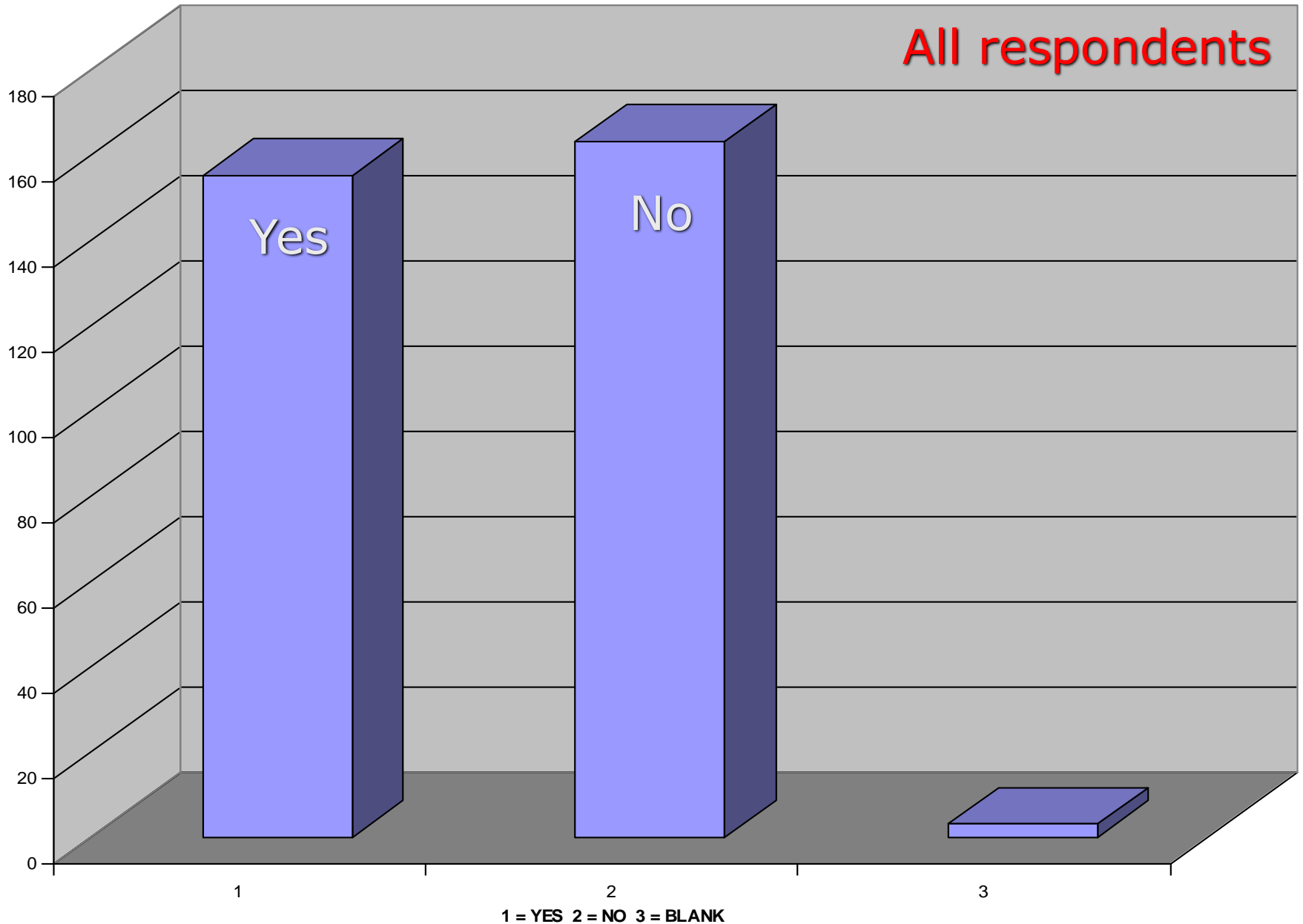
Q1-Is working during summer, paid or unpaid, expected by your department?



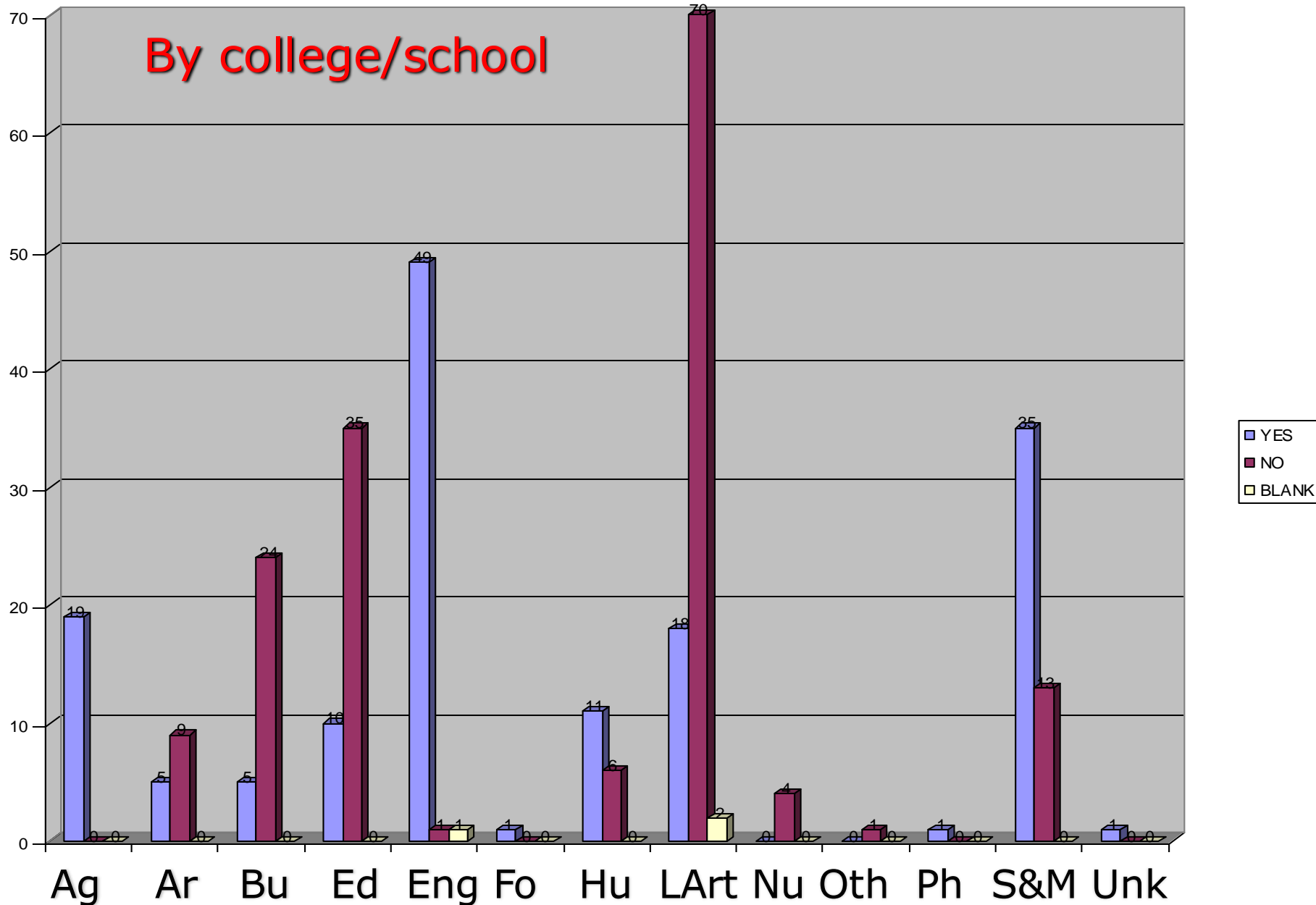
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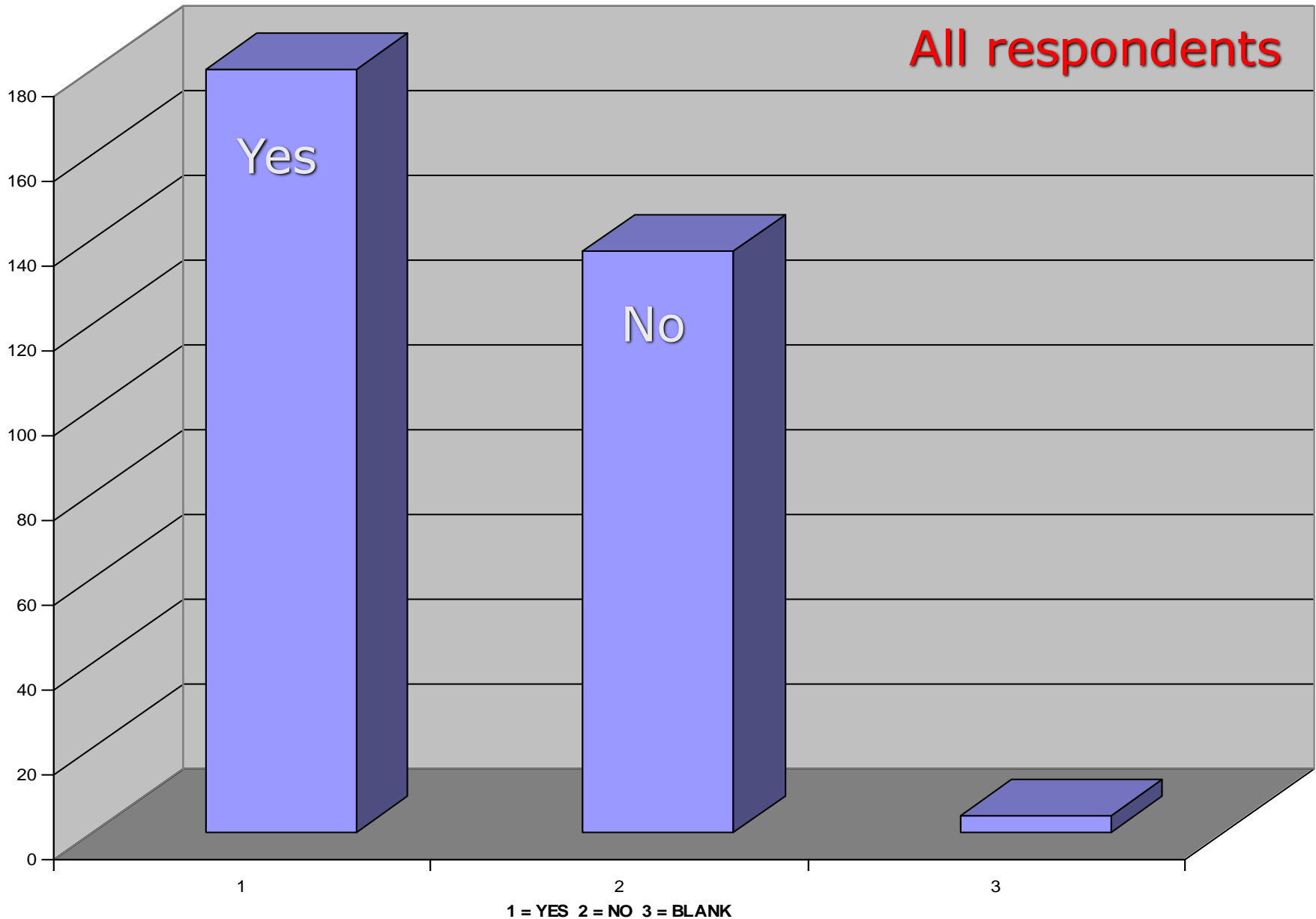
Q2-Is it an expectation that you seek outside summer support?



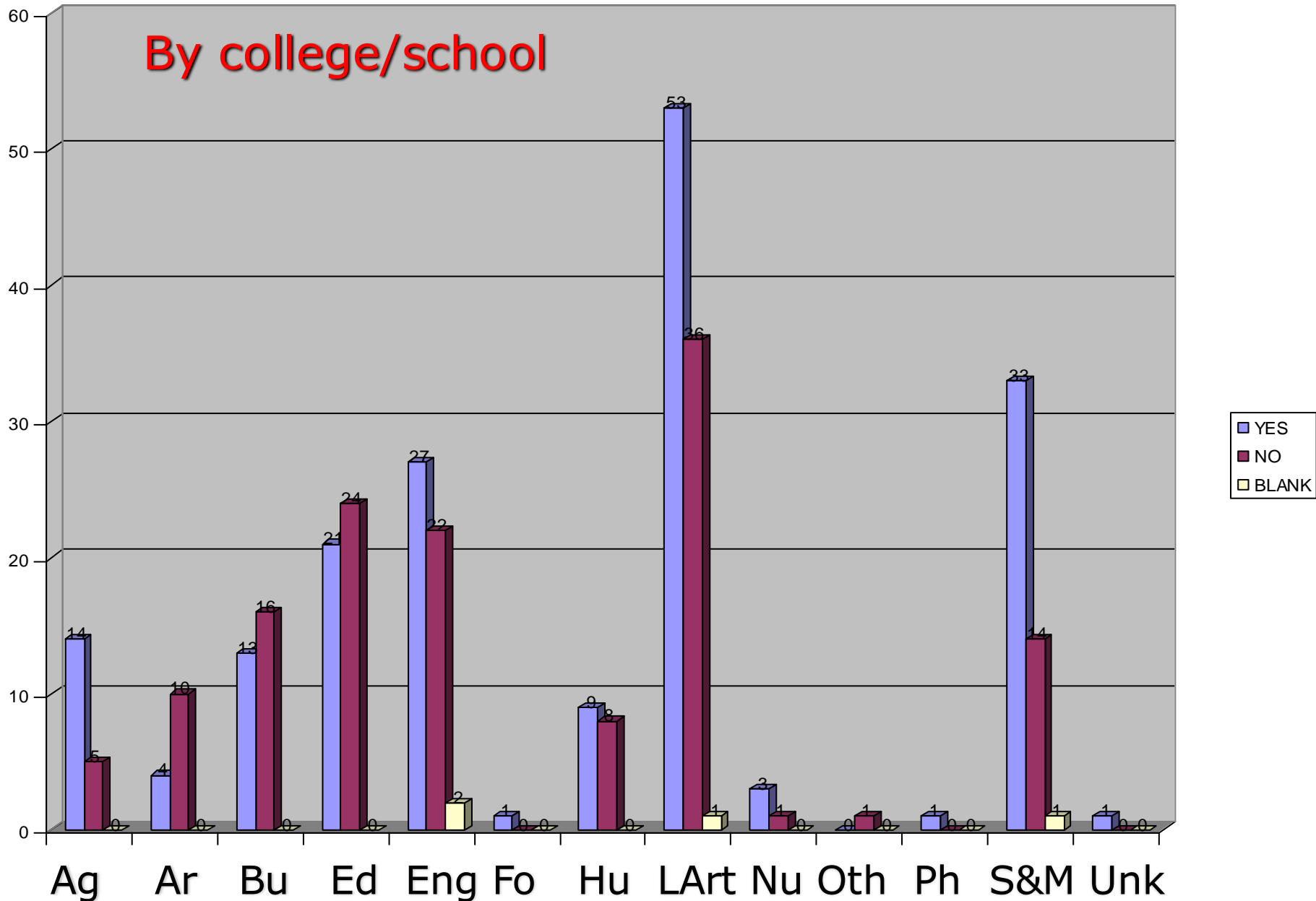
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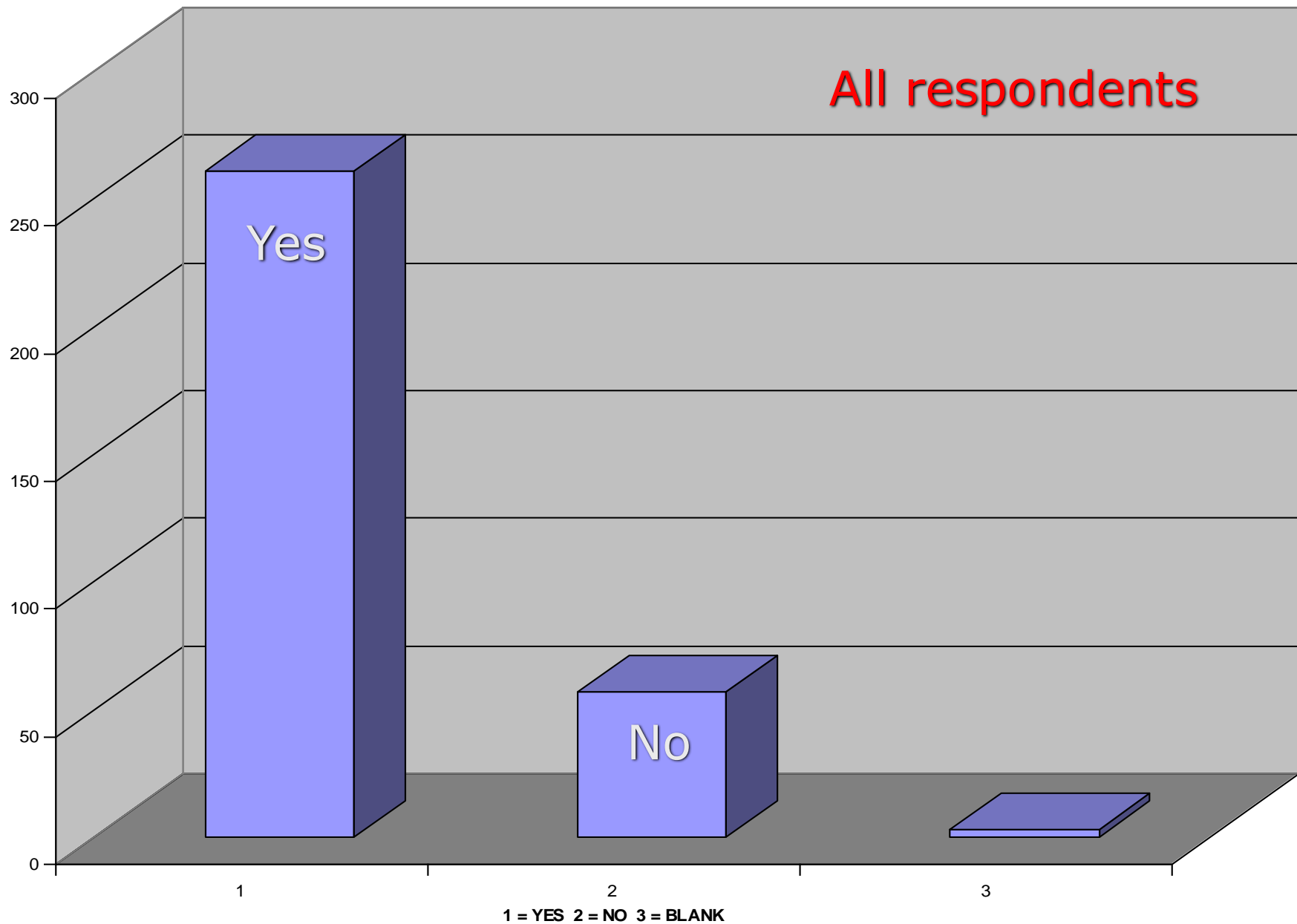
Q3-Is unpaid work expected of you for tenure, promotion, or merit raises?



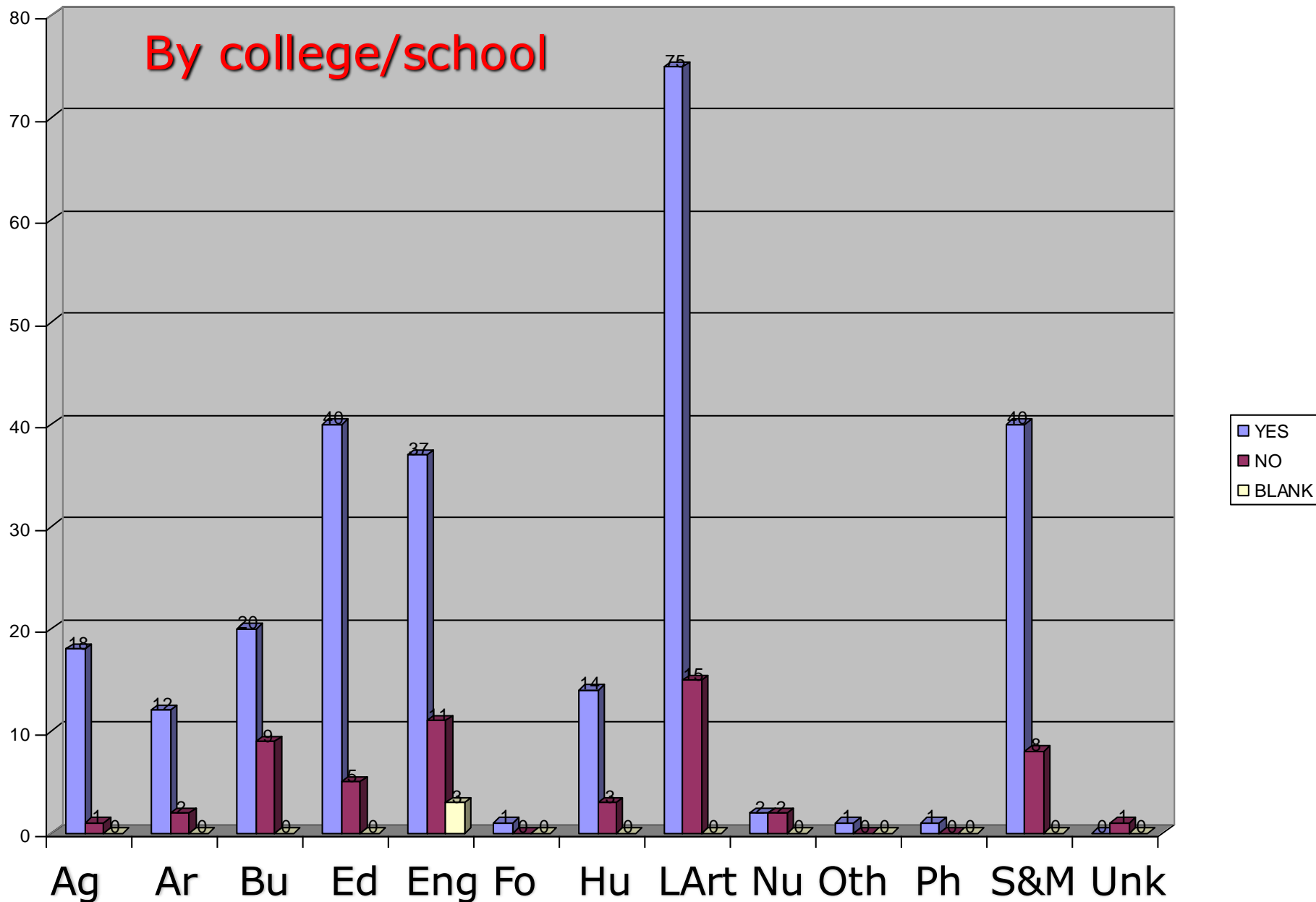
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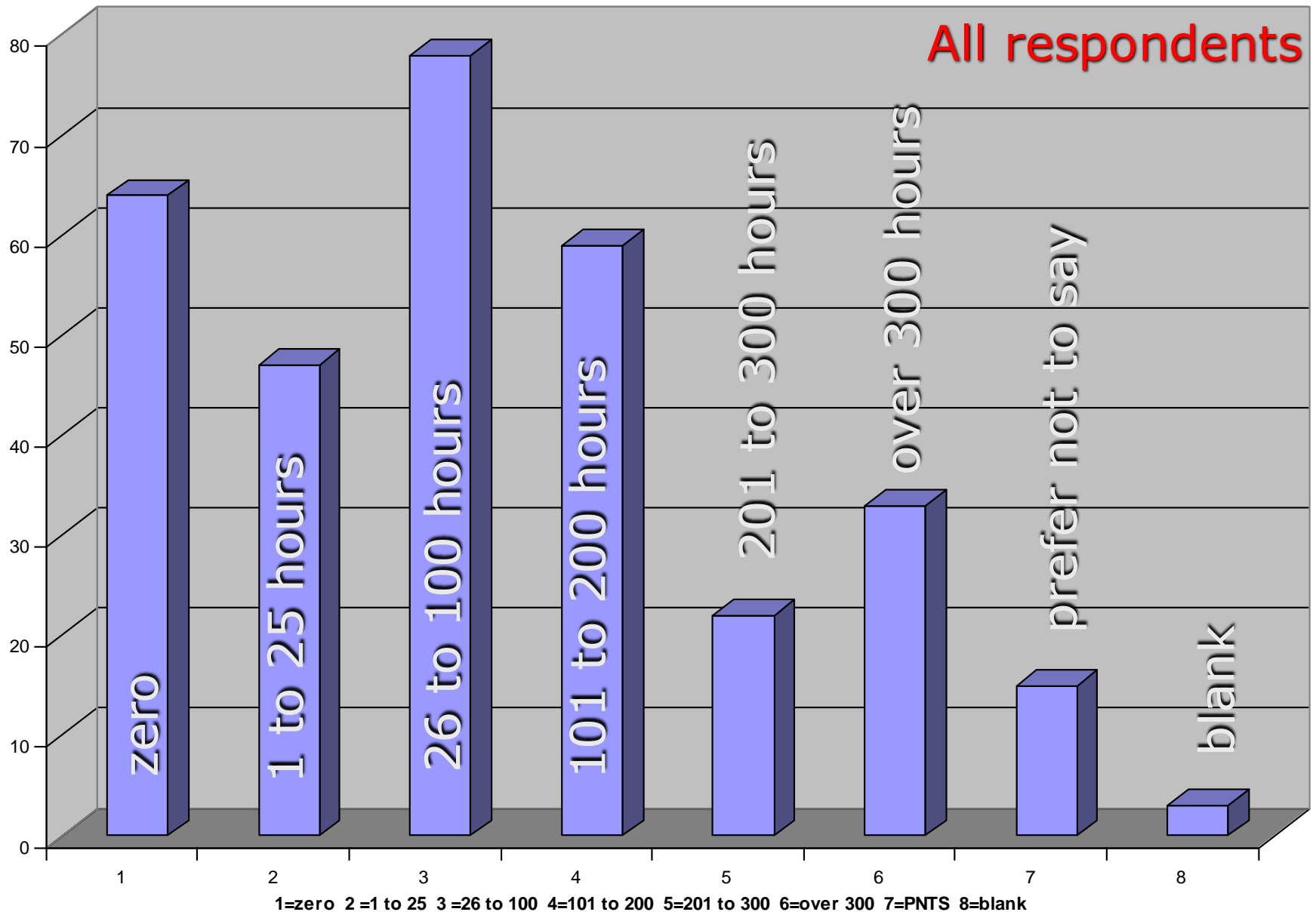
Q4-Do you typically perform unpaid summer work for Auburn?



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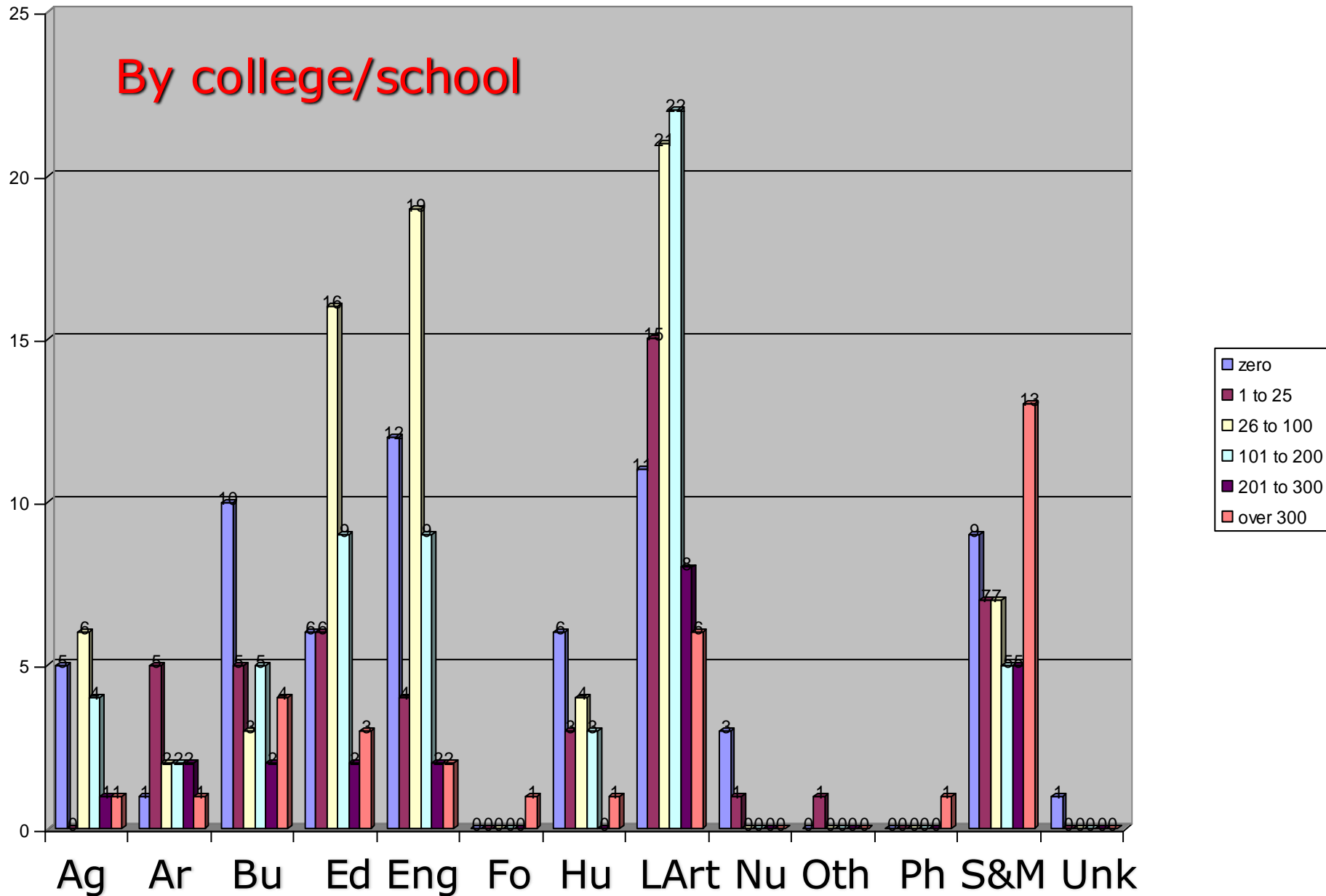


Q5-In recent years, how many unpaid hours have you worked for Auburn University in a typical summer?

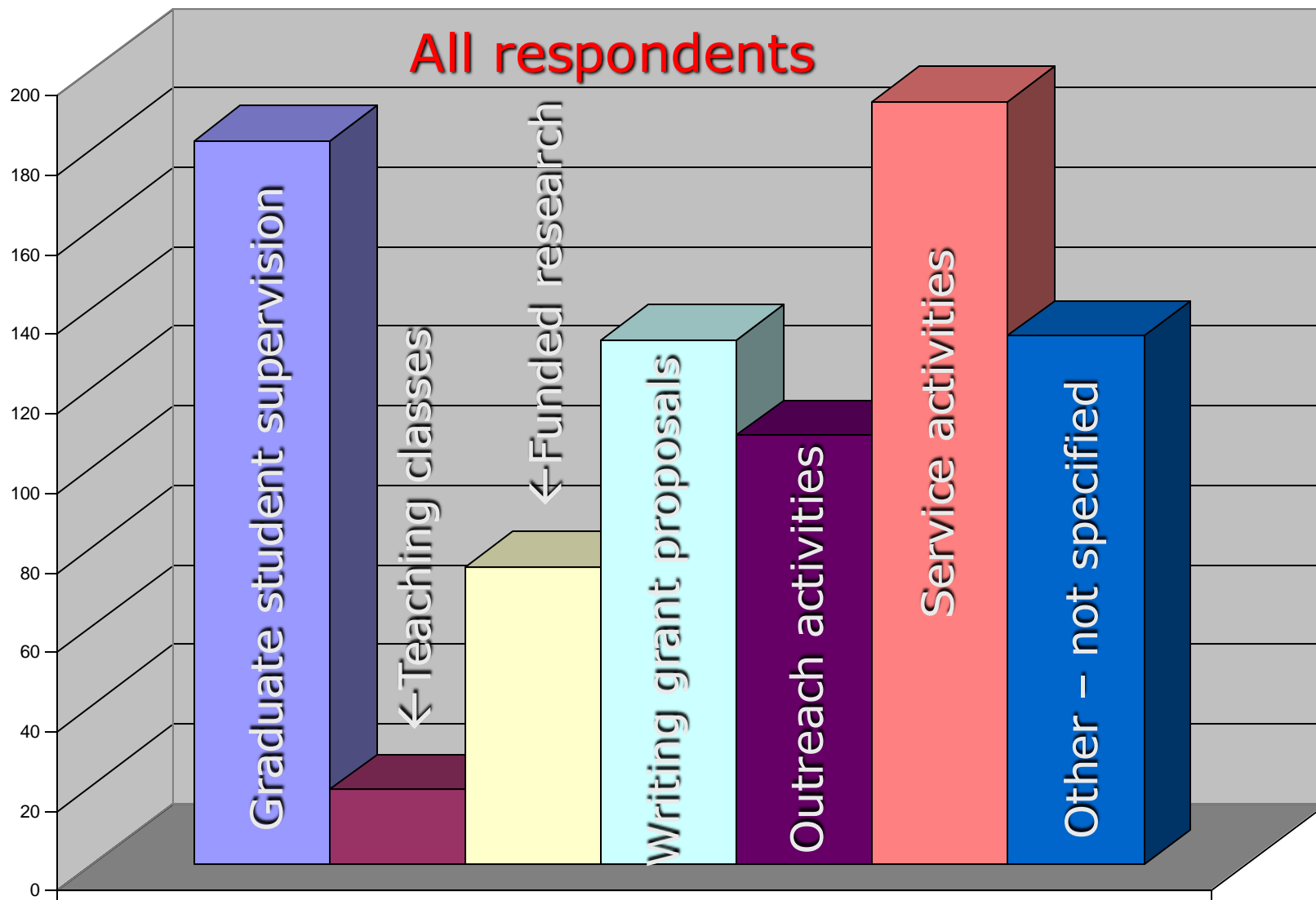


Q5-In recent years, how many unpaid hours have you worked for Auburn University in a typical summer?

By college/school



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

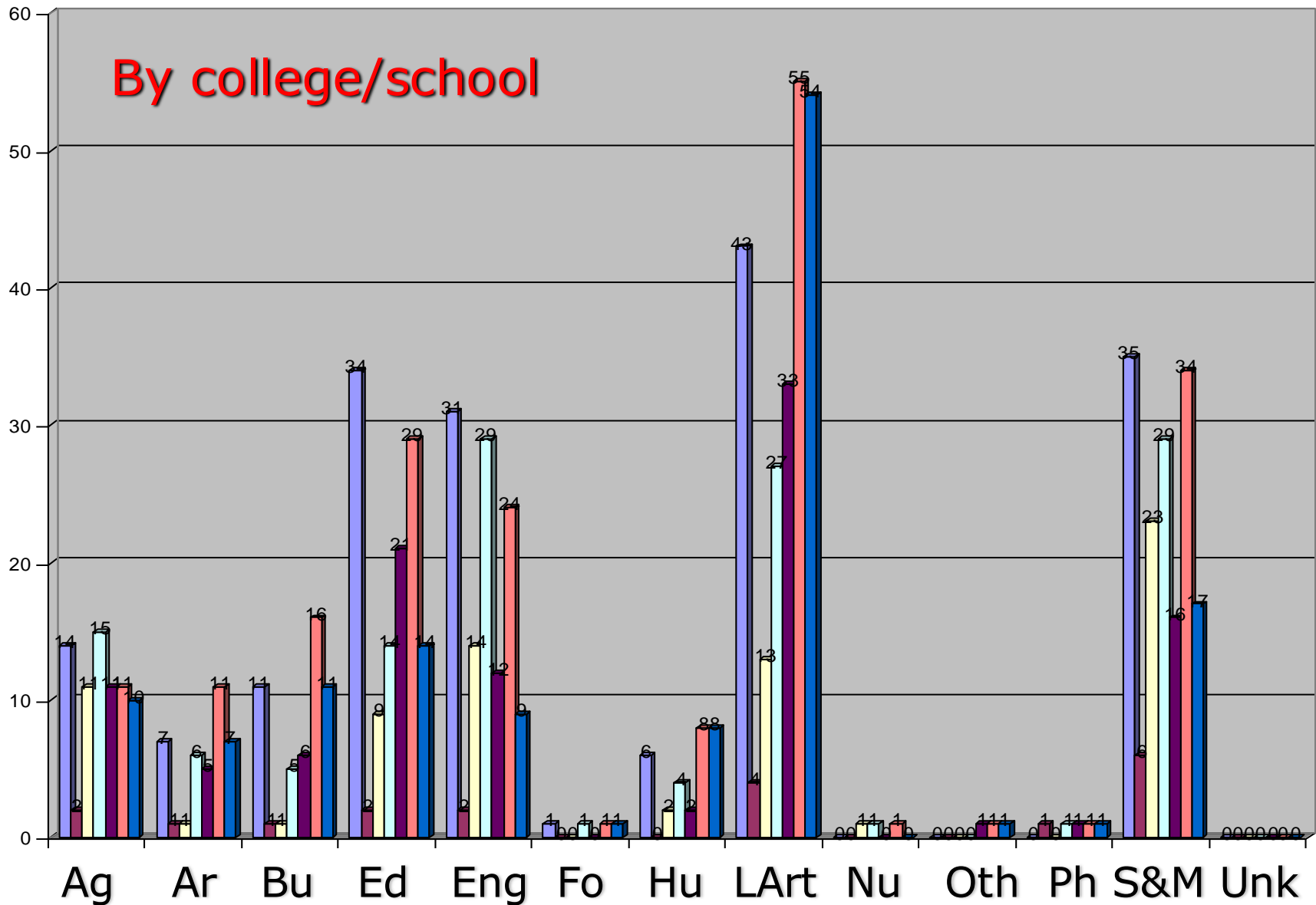


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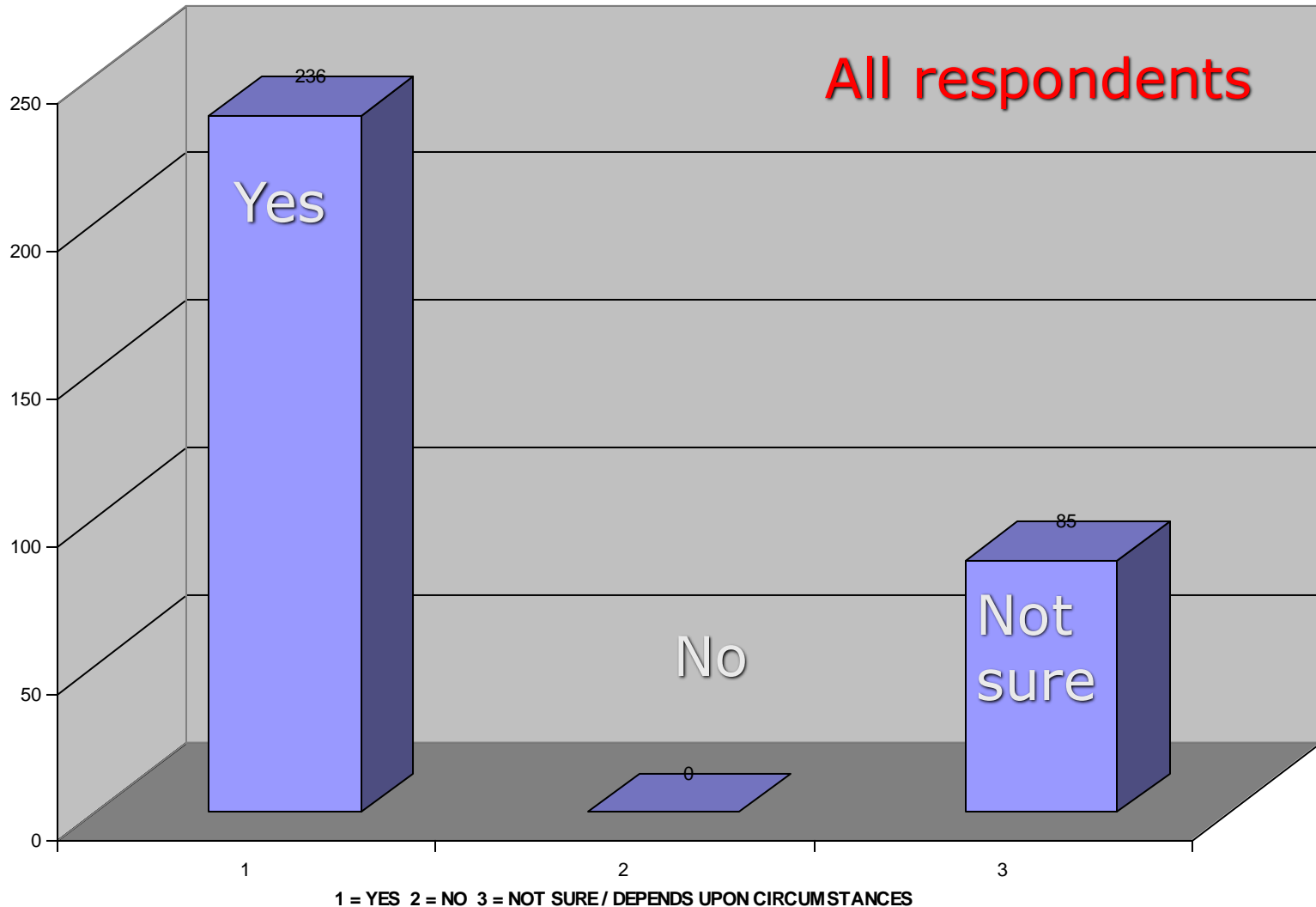


Q6-What is the nature of the work for which you are not fully compensated?

Grad stu supervision
Teaching classes
Funded grant proj
Write grant prop
Outreach activities
Service activities
Other - not spec

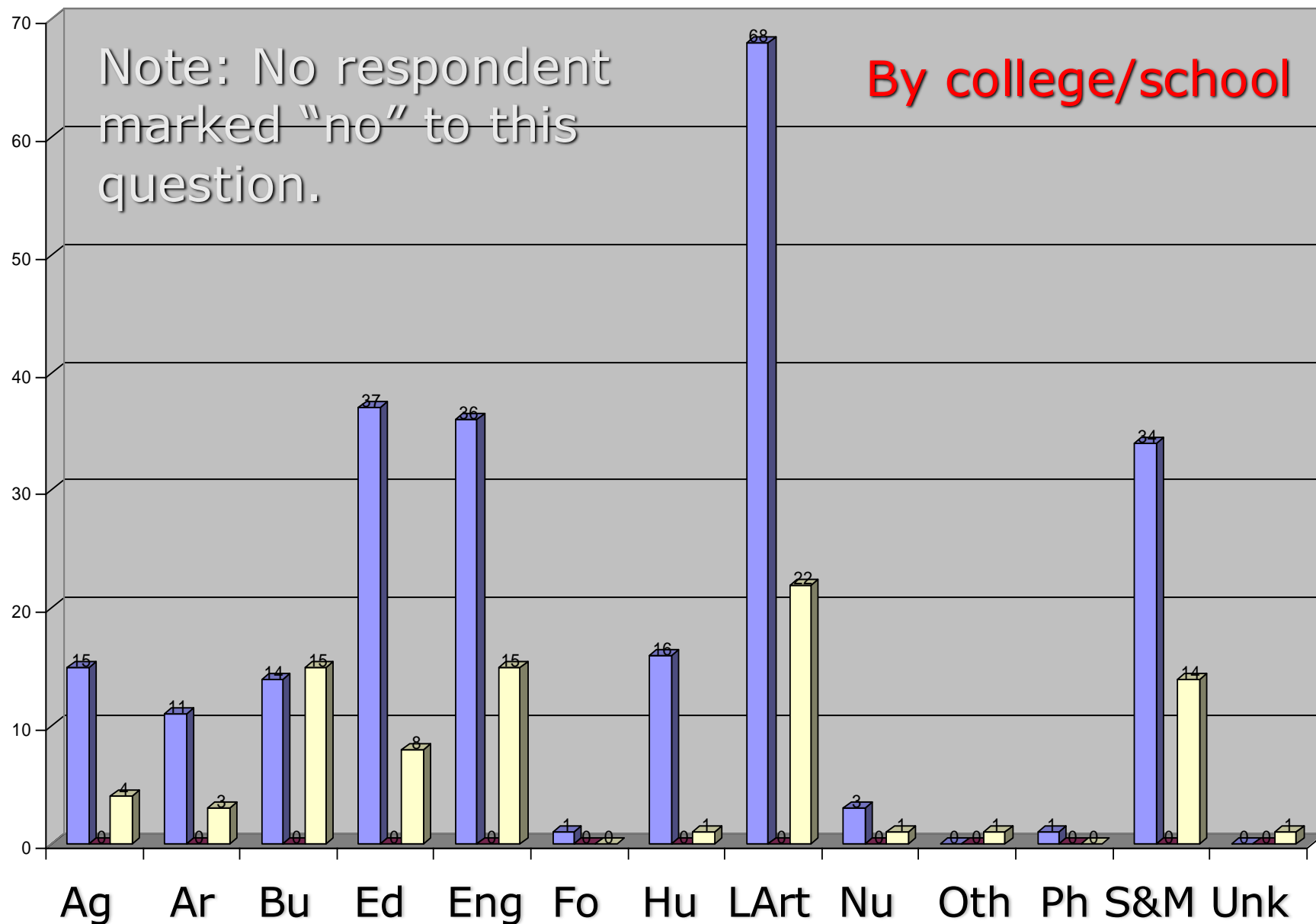


Q7-Do you think that Auburn University should provide support for a faculty member who is expected to work during summer term?




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

■ YES ■ NO ■ NOT SURE / DEPENDS UPON CIRCUMSTANCES



Concluding remarks

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.
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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

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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.”

Acknowledgments

The Welfare Committee thanks the OIT, especially Janet Sugg, for help with the web survey instrument.