CAS WTE faculty compensation survey results

Spring 2008

N = 73 completed survey
54.9% (40.3%) response rate
To completion, I plan on supervising a total of _____ Scholarly/Creative WTE projects each academic year. NOTE: If you do not plan on supervising any Scholarly/Creative WTE projects, enter "0."

- None: 9 of 64 (14.1%) marked “0”
- Range = 1 - “10 to 15”
- Mean = 3.07
- Mode = 2 (14 of 54)
- Median = 2.25
Regardless of what you may have heard, use the following scale to indicate your preference for each of the following forms of Scholarly/Creative WTE compensation:
How important is it to YOU that:

![Graph showing survey results](chart.png)

- Compensation type: 4.1% not important, 12.2% somewhat unimportant, 36.5% neutral, 44.6% somewhat important, 7.4% very important
- When cash in bank: 5.4% not important, 5.4% somewhat unimportant, 6.8% neutral, 33.8% somewhat important, 48.6% very important
- Which course is reduced: 4.1% not important, 5.4% somewhat unimportant, 8.1% neutral, 32.4% somewhat important, 51.4% very important
- Reduction in F or SP: 4.1% not important, 5.4% somewhat unimportant, 8.1% neutral, 32.4% somewhat important, 51.4% very important
- Monetary equal for all: 4.1% not important, 12.2% somewhat unimportant, 24.3% neutral, 37.8% somewhat important, 38.1% very important

CAS survey results
Yes/No questions

- If WTE were being compensated by course reduction, does it matter if you get to decide whether to take a fall or spring semester course reduction?
  - Yes = 47.3%  No = 52.7%

- In terms of banking WTE compensation, do you think faculty members should be allowed to bank as much WTE credit as they would like? That is, should a faculty member have the option to take two, three or even a full four course reduction in some future semester?
  - Yes = 46.6%  No = 53.4%
Yes/No questions (cont.)

- Do you think that there should be a limit on the number of WTE projects a faculty member can supervise in a given semester?
  - Yes = 68.9%  No = 31.1%

- Do you think that WTE credit should reflect the amount of time that a faculty member commits to supervising a given project? (e.g., 25 hours/semester = 1 WTE project, 50 hours/semester = 2 WTE projects, and so forth)
  - Yes = 68.9%  No = 31.1%
Yes/No questions (cont.)

- It has been proposed that the financial compensation for supervising a WTE project would be $1,000 for those in the School of Business, $950 for Nursing, $900 for SAS, and $850 for those in the College of Arts & Science. Do you find that amount to be acceptable to you?
  - Yes = 20.3%  No = 79.7%

- If you think there should be a limit on the number of WTE projects a faculty member can supervise in a given semester, what do you think the limit should be? Write "na" if you do not think there should be limits.
  - % of individuals no limit = 28.6%  (20 of 70)
  - Mean = 3.80  Median = 3  Mode = 2, 3
Yes/No questions (cont.)

- If you think that WTE credit should reflect the amount of time that a faculty member commits to supervising a given project? (e.g., 25 hours/semester = 1 WTE project, 50 hours/semester = 2 WTE projects, and so forth), what do you think the minimum limit should be?
  - Mean = 27.94
  - Median = 25
  - Mode = 25
  - 21 of 59 (35.6%) had problem with this Q
Yes/No questions (cont.)

- Some departments will require students to complete two semesters of work to complete a WTE. Other departments require students to complete a WTE in a single semester. Do you think WTE credit should reflect the number of projects or the number of semesters a faculty member supervised projects?
  - Number of WTE projects = 54.9%
  - Number of semesters the faculty member supervised projects = 45.1%