

**WESTERN KENTUCKY UNIVERSITY**

**FACULTY SENATE**

February 18, 1997

TO: Budget Committee Members  
Deans

FROM: Rose Davis, Secretary  
Faculty Senate

The enclosed Faculty Status and Welfare Committee report on summer stipends is being sent to you at the request of Committee Chair, Joel Philhours, and Faculty Senate Chair, Arvin Vos.

Review of Summer Teaching Stipend  
Faculty Senate Report by Faculty Status and Welfare Committee

Before 1983, the stipend amount was set by rank (professor, associate, assistant, or instructor) and periodically adjusted. Beginning in Summer 1983, the stipend was set at 15% of the nine-month salary for a six-hour teaching load with a maximum stipend of \$5,000. The effect was to make the stipend individual specific rather than rank specific.

Changes During the 1983-96 Period

The optimistic expectation was that the tradition of periodic adjustments would continue with the adjustment now being made to the maximum stipend. No adjustments have been made in the thirteen-year period from Summer 1983 to Summer 1996. The table below shows selected data for Summer 1983, Summer 1996, and the increase over the thirteen-year period.

<u>Description</u>	<u>1983</u>	<u>1996</u>	<u>\$ Incr.</u>	<u>% Incr.</u>
Undergrad. Tuition (per credit hour)	\$ 30	\$ 78	\$ 48	160%
Prof.-Ave. Salary	30,227	57,459	27,232	90%
Prof.-Ave. Stipend	4,534	5,000	466	10%
Assoc.-Ave. Salary	24,817	44,575	19,758	80%
Assoc.-Ave. Stipend	3,723	5,000	1,277	34%
Assist.-Ave. Salary	21,114	36,480	15,366	73%
Assist.-Ave. Stipend	3,167	5,000	1,833	58%
Instr.-Ave. Salary	17,905	31,226	13,321	74%
Instr.-Ave. Stipend	2,686	4,684	1,998	74%
Weighted-Ave. Salary	25,270	46,161	20,891	83%
Weighted-Ave. Stipend	3,791	4,967	1,176	31%

Note: Source of average salary data is Faculty Senate Salary Surveys. Average stipend is calculated as average salary times 15%, with result capped at \$5,000 (Note: Cap comes into play for salary above \$33,333). Weighted-average figures are based on the assumption the summer teaching faculty has the same make-up as the faculty in the 1995-96 Faculty Senate Salary Survey: 38.9%

Professor, 25.6% Associate Professor, 25.0% Assistant Professor, and 10.5% Instructors.

The large tuition increase reflects the greater reliance on sources other than state appropriations. While tuition increased by 160% over the thirteen-year period, the average stipend increased by only 10% (professor), 34% (associate), 58% (assistant), 74% (instructor), and 31% (weighted-average). Because of the \$5,000 cap on summer stipends, the average stipend increases are appreciably below the average salary increases of 90% (professor), 80% (associate), 73% (assistant), and 83% (weighted-average).

The effective percentages of salary for summer stipends (=Ave. Stipend/Ave. Salary) in 1996 were 8.70% (professor), 11.22% (associate), 13.71% (assistant), 15% (instructor), and 10.76% (weighted-average).

#### Comparison to Other Universities

How does our 15% of salary factor and our \$5,000 cap compare to our benchmark institutions? The office of the Vice-President for Academic Affairs surveyed various universities. The results presented below are based on the replies from the Master's Benchmark Universities (as designated by the Kentucky Council on Higher Education). The number of respondents was twenty, but not all responded to each inquiry.

<u>WKU method</u>	<u>Benchmark Univs.</u>	<u>Observation</u>
Stipend is fixed percentage times number of credit hours taught	13 of 17 (76%) use this method	Common method
Fixed percentage is 15% for a 6 hour load	Median of fixed percentage is 18.36% for a 6 hour load	WKU lags median by 3.36 percentage points, or 22%.
Fixed maximum payment	3 of 18 (17%) have a fixed maximum payment	Uncommon method
Fixed maximum payment of \$5,000	Median of fixed maximum payment is \$9,750	WKU lags median by \$4,750 (95%)

### Summer School Operations

Is the summer session a drain on the university? The data for Fall and Spring 1996-97 are taken from the 1996-97 budget. The data for Summer 1996 are actual figures.

<u>Description</u>	<u>Fall &amp; Spring</u>	<u>Summer (actual)</u>
Registration fees	\$25,059,000	\$2,765,387
Instructional cost	\$42,602,135	\$1,217,989
Instructional cost as % of registration fees	170%	44%

### Summary

1. It is common to determine the stipend as a percentage of salary for each credit hour taught.

2. It is uncommon to have a fixed maximum payment.

3. The WKU 15% of salary for a six-hour teaching load would have to increase by 22% to reach the median of 18.36%. If the cap were removed, the WKU 10.76% weighted-average effective percentage in Summer 1996 (with the cap) would have to increase by 71% to reach the median of 18.36%.

4. The summer session appears to be a source of financial support for the fall and summer semesters. The instructional cost is 44% of the registration fees for the summer session compared to 170% for the fall and spring semesters.

### Example of Effects of an Improvement

What is the estimated average stipend and cost for Summer 1996 if WKU were brought to the benchmark of no cap on the stipend and 18.36% of salary for a six-hour teaching load? We use the weighted-average salaries and weighted-average stipends given on the first page to determine the following estimates:

Weighted average salary in 1995-96	\$46,161
Median benchmark %	<u>x 18.36%</u>
Estimated average stipend with no cap and with median benchmark % of salary	\$8,475
Estimated average stipend, WKU method	<u>\$4,967</u>
Estimated increase in average stipend	<u>\$3,521</u>
Estimated % increase in average stipend	<u>71%</u>

Under the example improvement, the instructional cost for Summer 1996 would be 71% higher. The registration fees and instructional costs comparisons under this improvement would be:

<u>Description</u>	<u>Fall &amp; Spring</u>	<u>Summer (improve)</u>
Registration fees	\$25,059,000	\$2,765,387
Instructional cost	\$42,602,135	\$2,082,761
Instructional cost as % of registration fees	170%	75%

Under the example improvement, summer school would appear to still be a source of financial support for the fall and spring semesters. The instructional cost percentage of registration fees in the summer is still well below 100%. And this is before any state appropriations that are awarded for student credit hours in the summer.

During the 1996 Fall semester, a short survey was sent to all WKU department heads. They were asked "Is your department currently unable to offer courses during the summer session because of a refusal of qualified faculty to teach for the stipend which is currently offered?" Six of the 23 department heads responded "Yes." Summer offerings would be greater and enrollment would be higher if qualified faculty could be encouraged to teach in the summer.