

Penn State Berks Senate

Monday, October 20, 2008

1:00-2:30 PM, Multi-Purpose Room

Agenda

- **Call to Order**
- **Additions, Corrections, and Approval of Minutes of the September 22, 2008 meeting**
- **Announcements by the Chair**
- **Reports of Officers and University Senators**
 - Vice Chair Dunbar
 - Secretary and Senator Zambanini
 - Senator Aynardi
 - Senator Bowers
 - Senator Nasereddin
 - Senator and Parliamentarian Romberger
 - Student Senator Karazsia
- **Comments and Announcements by Administrators**
 - Chancellor Speece
 - Associate Dean Esqueda
- **Unfinished Business**
- **Motions from Committees – Legislative Report on Commuting Student Resources, Joint from Student Life and Physical Facilities Committees (**Appendix A**)**

- **Informational Reports from Committees**
 - Undergraduate Research in the Dossier, Faculty Affairs Committee (**Appendix B**)
 - Strategic Planning and Budget Committee (SPBC) Minutes for the September 24, 2008 Meeting (**Appendix C**)
 - Student Life Committee Minutes, October 6, 2008 (**Appendix D**)
- **New Legislative Business**
- **Forensic Business**
 - National Survey of Student Engagement (NSSE) Report (**Appendix E**)
 - University Faculty Senate Report on Faculty Salaries, Academic Year 2007-2008 (**Appendix F**)
- **Adjournment**

Penn State Berks Senate
Monday, September 22, 2008
1:00-2:30 PM, Multi-Purpose Room

Attendees: Khaled Abdou, Katie Amaral, Mohamad Ansari, Jennifer Arnold, David Aurentz, Martha Aynardi, David Bender, Tim Bossard, William H. Bowers, Nancy Dewald, Maureen Dunbar, Ken Fifer, Bob Forrey, Paul Frye, Leonard Gamberg, Cesar Martinez-Garza, Sudip Gosh, Hassan Gourama, Jui-Chi Huang, Selvi Jagadesan, Gary Kunkelman, Shiyoung Lee, Jayne Leh, Cesar Martinez-Garza, Mike Moyer, Tami Mysliwicz, Mahdi Nasereddin, Rungun Nathan, Sandee Nevitt, Randall Newnham, Cheryl Nicholas, Lolita Paff, JoAnne Pumariega, Malika Richards, Andy Romberger, Brenda Russell, Daniel Russell, Kirk Shaffer, John Shank, Alice Shaparenko, Ike Shibley, Stephen Snyder, Terry Speicher, Lorena Tribe, James Walter, Amy White-Berger, Janet Winter, Bob Zambanini, Mitch Zimmer (Faculty); Cindy Balliett, Sandra Reichel (Staff); Pradip Bandyopadhyay, Kim Berry, Paul Esqueda, Janelle Larson, Dennis Mays, Deena Morganti, Belen Rodriguez-Mourelo, Susan Phillips Speece, Blaine Steensland (Administration); Andrew Bailey, Timothy Hillert, Bob Isaacson, Tyler Washburn, Nicholas Yeager, Zachary Karazsia (Students); and Fagan (Service Dog)

1. Call to Order

2. Approval of Minutes of the Preceding Meeting – Minutes of April 28, 2008 – *approved*

3. Announcements by the Chair

- Introductions of Officers for the Penn State Berks Senate for the 2008-2009 Academic Year: Maureen Dunbar, Vice-Chair; University Senator & Secretary Bob Zambanini; University Senator & Parliamentarian Andy Romberger; University Senator Martha Aynardi; University Senator Bill Bower (& Fagan); and new University Senator Mahdi Nasereddin.
- Chancellor Speece introduced the Administrative Council members: Pradip Bandyopadhyay, Belen Rodriguez-Mourelo, Janelle Larson, Paul Esqueda, Blaine Steensland, Dennis Mays, Kim Berry, and Deena Morganti.
- Paul Esqueda introduced Janelle Larson, who is now permanent Division Head of EBC, and Belen-Rodriguez-Mourelo, who is acting Division Head of HASS.
- Zack Karazsia, SGA President introduced the following student officers: Bob Isaacson, Vice-President; Tyler Washburn, Student Affairs Chair; Timothy Hillert, Financial Manager; Nicholas Yeager, Chief of Staff; and Andrew Bailey, Public Relations Director.
- The Chair reminded members to use the microphone when speaking. Senate meetings will be conducted according to the Berks Senate Constitution as well as the Roberts Rules of Order.

4. Reports of Officers and University Senators (Appendix A)

- **Vice Chair Dunbar** – No report
- **Secretary and Senator Zambanini** – At the last meeting of the Senate Committee on Curricular Affairs, there were no outstanding issues except course reviews. Everything that was on the agenda was approved.
- **Senator Aynardi**
 - The topic of E-Evidence has not been discussed much, but will be at future meetings. There will be discussions as to whether or not a computer may be confiscated as evidence in court proceedings.
 - The Assess.psu.edu website will have information about the Assessment Plan. If you have questions, visit the website or contact anyone on the committee here at Penn State Berks.

- **Senator Bowers**
 - Notes from the Faculty Affairs meeting are contained in Appendix A.
 - Upcoming items to be addressed include an academic freedom policy, benefits issues, and fixed term faculty discrimination issues.
 - There is an IPASS initiative which will scan computers to determine if they contain personally identifying information such as Social Security, credit card, and bank routing numbers. Dr. Speece mentioned that Berks faculty members have been very cooperative in this initiative, although this observation has not been the case at all locations. If laptops are lost, it costs thousands of dollars to investigate and contact persons who may have had information stored on the computer.
- **Senator Nasereddin** – No Report
- **SGA Senator Karazsia**
 - Senator Karazsia was unable to attend the University Faculty Senate meeting due to the injury sustained to his leg.
 - Penn State's smoking policy is a potential topic to be brought to the University Senate through the Commonwealth Caucus for discussion.
- **Senator and Parliamentarian Romberger** – Report notes are listed in Appendix A.

5. **Comments and Announcements by Administrators**

- **Chancellor Speece**
 - A podcast with Kim Berry & Pat Kohrman dealing with security issues and e-evidence was conducted about a month ago.
 - Groundbreaking for the new building should take place the end of March or the beginning of April, 2009. There is a possibility that some offices may be ready by fall 2010, with classroom occupancy in January 2011.
 - Once EBC faculty has chosen office space, the remaining offices will be looked at for housing other division faculty or other purposes. Faculty Senate is called upon to decide on a method for office assignment.
 - This year is the first year that a student facility fee will be accessed through the student activity fees. Each campus was given the choice of participating in this plan. The students on our campus chose a fee of \$100.00 per semester, which can be used only for student space issues. A committee will meet soon to go over these fees.
 - At a recent Chancellor's meeting at University Park, Rod Erickson explained that the Commonwealth of Pennsylvania will fall about \$230 million to \$250 million short of tax revenue income for the year. There is a possibility for a rescission (perhaps near December) whereby the University would return money to the state. All faculty and staff are asked to be aware of this reality and be cautious with expenditures during this time.
- **Associate Dean Esqueda**
 - The Undergraduate Research Conference is set for April 18, 2009. Over the last few years, Penn State Berks has submitted 1/3 of the papers presented. Please encourage your students to submit their papers.
 - The P&T process is going well. All committees are in place and working on the dossiers.
 - There are 4 faculty searches taking place for: 1.) Division Head for HASS; 2.) Elementary Education-Social Studies; 3.) Marketing (for the Business program); and 4.) Accounting for the Business program.
 - An invitation was given to attend the Economic Forum on Monday September 29, at 1:00-2:30 pm, organized by HASS. A panel of economists from our college will discuss the current economic crisis.

- A Diversity Forum, organized by the Diversity Committee, will be held from 1 to 2:30 PM on October 8, 2008.

6. Unfinished Business – None

7. Motions from Committees

- **Approval of Senate Meeting dates – Executive Committee (Appendix B)** – A vote was called and the *motion approved unanimously*
- **Approval of Senate Committee Committees and Chairs – Executive Committee (Appendix C)**
 - Those nominated to be Committee Chairs are as follows: Faculty Affairs, Dan Litvin; Academic Affairs, Maureen Dunbar; Physical Facilities and Safety, Leonard Gamberg; Strategic Planning and Budget, Steve Snyder; and Student Life, Ike Shibley.
 - The Chair called for nominations from the floor. With none heard a motion was made to close nominations. The motion was *approved unanimously*.
 - A vote was then called to approve the roster. The *motion was passed unanimously*.

8. Informational Reports from Committees

- **Committee Charges, Penn State Berks 2008-2009 – Executive Committee (Appendix D) – Dr. Ansari**
- Charges to the committees from 2007-2008 (Appendix D) were reviewed.
- Faculty, staff and administration were asked to send any changes to the Chair for consideration for this year.
- **Academic Affairs Committee Meeting Notes September 5, 2008 (Appendix E) – Dr. Dunbar**
- **Physical Facilities and Safety Committee Meeting Notes September 4, 2008 (Appendix F) – Dr. Gamberg**
- **Student Life Committee Meeting Notes August 25, 2008 (Appendix G) – Dr. Shibley**

9. New Legislative Business – None

10. Forensic Business – First Year Engagement Plan, Executive Committee (Appendix H)

- During the summer the Chair appointed an Ad-Hoc Committee to write a forensic report on the First Year Engagement Plan in accordance with the directive from the University Faculty Senate. The Committee is composed of the following members:
 - Mohamad Ansari, Chair
 - Maureen Dunbar, AAC Representative
 - Mary Lou D’Allegro- Planning and Assessment
 - Tami Mysliwicz- FYS Coordinator
 - Paul Esqueda- Associate Dean
 - Andy Romberger- Science Representative
 - Bob Buczynski- EBC Representative
 - Ken Fifer- HASS Representative
 - Blaine Steensland- Student Affairs
 - Bob Isaacson- Student Representative
- Three plans – A, B, and C – are presented in the document in Appendix H.

- Dr. Steensland has been appointed to the Review Committee at University Park and will represent the interests of our Senate. The committee appointed to implement the plan has just been charged. Guidelines will be distributed for the plan in October 2008. Plans will be submitted by February 1, 2009. The Committee will then review the plans and recommend the plan for final approval or change, February-March, 2009.
- The Ad-Hoc will write a legislative report, based on input received, which will be due January 2009. It is possible that it could be approved and sent to University Park by February, 2009.
- Discussion was opened on the three plans. The pros and cons of the models were discussed.
- A plan must be developed in accordance with the University Senate mandate.
- A lengthy discussion, addressing flexibility, uniformity, implementation, and consistency within the context of other University requirements, then took place. Our students have different needs and ways to fulfill those requirements.
- The number of students allowed in each section was addressed. Currently 20 students are allowed in accordance with University Faculty Senate's requirements. It may be necessary to increase those numbers to accommodate all of our students. It was noted that Berks can design its own plan with number of students per section at our discretion.
- SGA members were equally split between Models A & C.
- The Chair asked the members to advise the Committee as to which of the plans should be recommended. A vote cannot be taken at this time, but recommendations are necessary.
- The Common Reading is no longer binding. Once a legislative report on First Year Engagement is established, the Common Reading may be addressed as to whether or not it will remain a component in the chosen plan.
- The Chair noted that there seemed to be a consensus towards Model C. He asked if there were any improvements that could be made. The suggestions made will be taken under consideration and an implementation plan including logistics and staffing can be developed.
- Sandra Reichel, Associate Director of Student Affairs, was invited by the Chair to give her opinions on the plan with regard to Student Orientation & Peer Mentor program. Model C seemed to be the most preferable of the plans. She stressed that implementation would be a concern.
- Associate degree students must be included in the FYEP, as well as students in the baccalaureate programs. This inclusion was not done in the past.
- The Chair thanked everyone for their comments. The Committee will review Model C and suggestions made and report back at a future meeting.

11. Adjournment

APPENDIX A
Student Affairs/Physical Facilities Committees
Legislative Report on Commuting Student Resources

Introduction: Commuter students represent two-thirds of the student population at Berks. Design of the campus infrastructure must carefully take into account the needs of commuters including spaces on campus to study, eat, and socialize. The campus should be welcoming to commuters as well as residents. Although space continues to present pressing issues enlarging and enhancing student spaces plays a critical role in the quality of student life at Berks both for commuters and residents.

Discussion and Rationale: When considering improvements in the facilities for students recent improvements help guide the planning. Several projects undertaken this summer have been implemented to address the student space issue:

1. Beaver Community Center Redesign: enhanced physical fitness facilities have been added that include an expanded exercise/weight room area, aerobics room, athletic training room, expanded Kinesiology lab and two open access computers for student use in the lobby area
2. Perkins Student Center: placed 30 small lockers on the second floor landing of Perkins that can be reserved by commuting students for a semester or a year. Students may keep books and other personal belongings in the secured locker rather than carrying items around campus or making trips to their cars. This is a trial program and if interest exceeds demands consideration will be made to expand this option. In addition, 4 open access computers in the lobby area and the Multi-Purpose Room were added as a service to students.
3. Perkins Student Center: Two open access computers were installed in the lobby and four in the multi purpose room.

The Joint Committee last year reported the following: "The conclusion of these committees is the need to determine priorities for space at a college wide level. Prioritization should start as soon as possible. The importance of a student dedicated space must be regarded relative to other needs for space on campus. In the case of a student lounge, priorities for use must also be assigned in order to determine suitable spaces to which it may be adjoined."

The overall impact of the above changes should be to encourage students to spend more time on campus. The growing consensus seems to be that student space should be considered a high priority in on-going planning of physical space on campus. The Joint Committees this year agree that the Perkins Student Center should be a top priority for additional student space to be used for student organizations, possibly through the addition of classrooms to the Luerssen renovation. By enhancing the student spaces the goal is to improve the quality of student life and therefore improve student learning at Berks.

Recommendations: The Perkins Student Center should be a top priority for additional student space, particularly through the addition of classrooms to the Luerssen renovation. With this renovation consideration should be given to at least one additional classroom and a student lounge (at least 400 ft²) that includes a microwave, sink, vending machines, tables, comfortable chairs, a television, and several couches. Additional patio space should be explored for the two existing classroom buildings: Franco and Luerssen.

Effective Date: August 2010

Ending List: Committee members preparing this report.

Student Life

Jui-Chi Huang
Tom Gavigan
James Karlinsey
Eric Lindsey
Cheryl Nicholas
Ike Shibley
Tyler Washburn

Physical Facilities

Khaled Abdou
David Ackerman
Jennifer Arnold
Paul Frye
Leonard Gamberg
Sudip Ghosh
Nick Yeager

APPENDIX B
Faculty Affairs Committee
Informational Report on Undergraduate Research in the Dossier

This informational report is to clarify where in the dossier a faculty member is to report the faculty member's involvement in undergraduate research.

On the HR23 Rainbow Sheets, aspects of a faculty member's involvement in undergraduate research fall onto the two sheets titled The Scholarship of Teaching and Learning and The Scholarship of Research and Creative Accomplishments: On the former, there are two related bullets dealing with supervision of undergraduate research required for degrees and not required for degrees:

- Supervision of graduate and undergraduate dissertations, theses, projects, monographs, performances, productions, and exhibitions required for degrees.
- Supervision of other undergraduate research.

On the latter Rainbow sheet, a publications stemming from undergraduate research are to be reported if co-authored by the supervised undergraduate and the faculty member. There are more than one heading under which such publications can be reported, including:

1. Articles published in refereed journals
2. Books
3. Parts of Books
4. Book Reviews
5. Articles published in nonrefereed journals.
6. Articles in in-house publications.

Presentations at technical and professional meetings co-authored by the faculty member and the supervised undergraduate student are also to be reported in The Scholarship of Research and Creative Accomplishments.

From this we conclude that the supervision of undergraduate research is reported in The Scholarship of Teaching and Learning. If the faculty member's involvement is limited to supervision, then if publications or presentations not co-authored with the faculty member are produced, they may be reported with the supervision in The Scholarship of Teaching and Learning. Faculty member and supervised undergraduate co-authored publications and presentations of undergraduate research are to be reported in The Scholarship of Research and Creative Accomplishments.

Faculty Affairs Committee: Daniel Litvin, Chairman
Bill Bowers
Hassan Gourama
Jeanne Rose
Mike Riley
Mitch Zimmer

APPENDIX C

Strategic Planning and Budget Committee (SPBC)

Minutes for the September 24, 2008 Meeting

Members in Attendance: Stephen Snyder (Chair HASS), Rungun Nathan (EBC), Rosario Torres (HASS), Cesar Martinez-Garza (Science), Dennis Mays (CFO), Mary Lou D'Allegro (PRAO)

The first few minutes of the meeting were devoted to brief introductions and comments by administrators. In particular, Dennis and Mary Lou explained their respective roles at the college. We briefly discussed the role of the committee in general. We also briefly discussed the central standing charge of this committee, to review college operational funds and make recommendations.

The bulk of the meeting was spent discussing our newest charge from the Executive Committee, to review the University Senate Informational Report on Faculty Salaries as it relates to the Berks College and submit an informational report of our own. We discussed the need to keep this report brief and to the point. And we agreed to confine any report to the impact on Berks. A number of concerns were noted, including but not limited to the problem of salary inequity among colleges and disciplines, the problem of unequal pay for equal work, and the perception and problem of market circumstances determining pay scales. It was noted that this line of conversation may not be productive and that market realities exist that are beyond our control. It was also noted that though this may be the case, discussion of these problems is no less important.

After lengthy discussion of some of the main points of the Senate Report, we agreed that the reps from each division who were present at today's meeting (excluding the chair), would prepare summary drafts of the main report. It is important to note that the members found the Senate report incomplete. The members agreed to seek more information than is provided by the Senate report. If more complete information is not provided on the Senate web page, then the committee will consult with our University Senators to help complete the Salary illustration. We also agreed that a full Senate forensic discussion of our final report is essential if our colleagues would like us to make recommendations to our administrators.

[Note: Additional information is provided on the Senate Webpage. Committee members have been directed to that information.]

APPENDIX D
Student Life Committee Minutes
October 6, 2008

In Attendance: Mary-Lou D'Allegro, Tom Gavigan, Bruce Hale, Jui-Chi Huang, James Karlinsey, Cheryl Nicholas, Ike Shibley, Blaine Steensland, Tyler Washburn

The second meeting of the Student Life Committee focused on the National Survey of Student Engagement (NSSE). Before the NSSE report was distributed a brief discussion of athletics occurred. The committee agreed that Blaine Steensland, Bill Sutherland, and Bruce Hale would draft an Informational Report on athletics. The committee discussed the importance of advising athletes and working with athletes who must miss class. The report will provide information on athletics at Berks and review University policy regarding the intersection of athletics and academics.

Mary Lou D'Allegro provided a summary of NSSE results. NSSE is one of the most robust instruments in higher education to measure a variety of variables related to student engagement with the learning process. The NSSE survey was administered in 2003 and in 2006 so comparisons for those years can now be made. A major finding of the 2008 survey was that in the five major composite areas no gains were made for seniors since 2003. A committee has been formed to begin a thorough analysis of the NSSE results and Tyler Washburn and Ike Shibley volunteered to serve on that committee. The two key areas that the NSSE committee will focus on are 'Level of Academic Challenge' and 'Enriching Educational Experiences.' Both composite areas have items associated with student life but the latter composite has more items where the student life committee might focus including internships, community service, service learning, undergraduate research, study abroad, and diversity. Mary Lou expressed optimism that the College as a whole will use the NSSE results to help improve the learning environment on campus. The committee will read through the summary and talk more about the report at the next meeting. Mary Lou also reported that the NSSE committee hopes to interact with this committee as recommendations for action are formulated. Possible action items for next year's committee might arise from a continued discussion of the NSSE results.

The next meeting of Student Life is scheduled for Monday November 3 at 12:00 PM. Bill Sutherland has been invited to discuss the informational report on athletics. The report will be discussed and hopefully finalized at that meeting.

Appendix E - 2008 National Survey of Student Engagement (NSSE) Report for the Faculty Senate

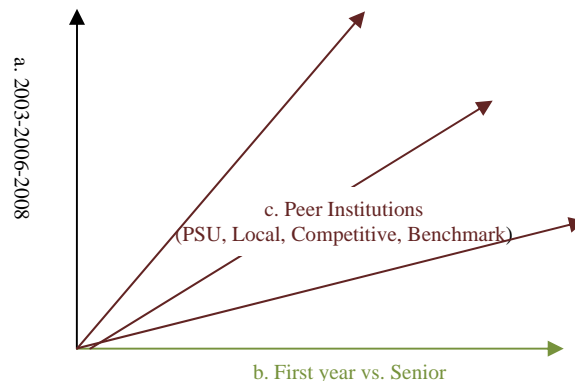
Introduction:

The purpose of the NSSE is to determine the quality of the academic experiences of both first year and senior students. Five composite areas comprise these academic experiences:

- I.) Level of Academic Challenge (LAC),
- II.) Active and Collaborative Learning (ACL),
- III.) Student-Faculty Interaction (SFI),
- IV.) Enriching Educational Experience (EEE), and
- V.) Supportive Campus Environment (SCE).

The value of the NSSE lies in the availability and variety of comparative information. As illustrated below, three types of comparisons are available with the 2008 NSSE administration:

- a.) Year-Year (2003, 2006, 2008),
- b.) First year vs. senior, and
- c.) Berks vs. other school (other PSU campuses- “Penn State”, local set of peer institutions- “LocalCompetitive Set”, national set of peers- “Benchmark”).



Eight other PSU campuses and University Park participated in this NSSE administration. NOTE that the PSU campus peer set does NOT include University Park students. The institutions in each peer set is listed in Appendix A.

Survey Methodology

The NSSE was administered by the University of Indiana, Center for Survey Research. The online survey was offered to a random sample of first year and senior students enrolled in the previous term via email. The first email inviting students to participate was sent in early February 2008 (2/5/08). Four follow-up emails were subsequently sent to non-responders. The last reminder email was sent in late March (3/27/08).

Sampling was done by the NSSE staff. University Park Student Affairs staff provided the students and requested demographics to NSSE. Approximately thirty-seven percent of the selected random sample completed the NSSE. Specifically, thirty-five percent (n = 346) of the first year and forty-four percent (n = 87) of the seniors asked to participate in the NSSE responded.

The response rate for first year and senior students for the other peer sets are listed in Table 1.

Table 1: Response Rates for Penn State Berks and Other Peer Sets

Peer Set	First Year	Senior
Other PSU Campuses	46%	46%
Local Competitive Set	36%	35%
National Benchmark	41%	40%
<i>Penn State Berks</i>	35%	44%

Survey Design

Item Construction: In 1998, a national design team was assembled and chaired by Peter Ewell, Executive Director for the National Center for Higher Education Management Systems (NCHEMS). The original conversation evolved around constructing a more meaningful national reporting system than what was available at the time, US News & World Report College Rankings.

Validity: Items were crafted based on academic experiences that were demonstrated to improve student learning outcomes. In addition, items and composites were correlated with several student outcomes.

Reliability: Over 1,200 respondents (1,226) were asked to complete the paper survey twice over a period of several months. Test-retest reliability coefficients ranged from .74 to .78 for the composites. Similarly, 1,500 respondents (1,536) were asked to complete the web survey twice within a period of several months with similar reliability results.

Survey Instrument: Focus groups and interviews with survey respondents were conducted. Participants confirmed that the survey items were clearly worded and well-defined. In 2006, students were asked to quantify their answers to the alternatives: never, sometimes, often, and very often. The intervals between each alternative as well as among respondents was found to be fairly consistent.

The NSSE was piloted in 1999 with 12 institutions. The first NSSE was administered in 2000. Over 700 (714) institutions participated in the NSSE in 2008.

Composite Scores Compilation

Each response for each item for the five composites were converted into a 0-100 scale. For example, an item with the responses: Never, Sometimes, Often, and Very Often would be converted to 0, 33.3, 66.7, and 100 respectively (dividing the scale into four equal parts). Items were also weighted based on certain demographic proportions: gender and full/part time status. The converted weighted scale values were summed and divided by the number of items in the composite. Correspondingly, the scale range for the five composite scores is from 0-100.

Differences between Penn State Berks and peer sets for each composite and item are denoted effect sizes. The effect size is the difference between the composite scores divided by the pooled standard deviation.

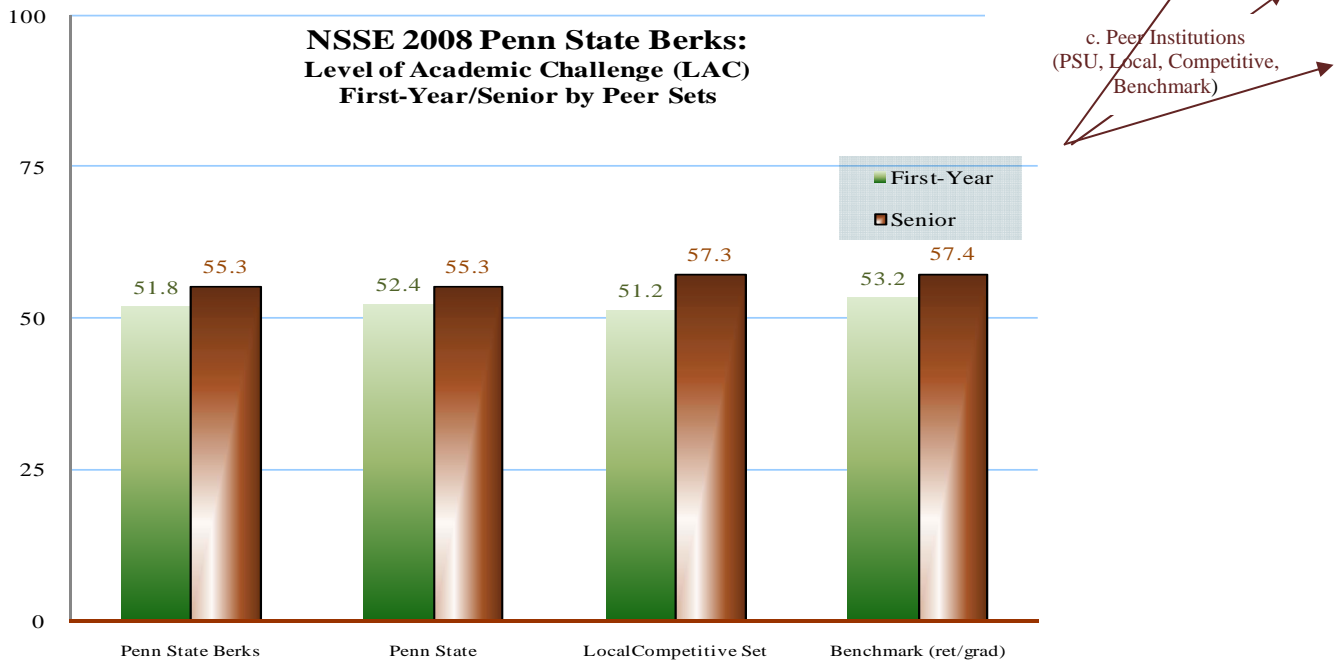
A more complete description of the psychometric properties of the NSSE can be found at www.nsse.iub.edu/pdf/Connecting_th_Dots_Report.pdf.

Results:

I.) Level of Academic Challenge

Students were asked about the extent that he/ she prepared for class, number of assigned readings, number of written papers and length, and course work that emphasizes higher order skills such as analysis, synthesis, and making judgments. The composite scores for first year and senior respondents for Berks and by peer sets are shown in Chart 1.

Chart 1: Level of Academic Challenge by First Year/Senior and Peer Sets



As seen from Chart 1, all peer institution comparisons post a higher Level of Academic Challenge (LAC) than Berks with exception of the other senior Penn State local competitive peer set. Comparisons with Penn State

→ First Year vs. Seniors

NSSE responses from seniors are more favorable than first year NSSE respondents.

Table 2 lists the Level of Academic Challenge (LAC) scores across NSSE administrations.

Table 2: Level of Academic Challenge (LAC) for Penn State Berks by Administration Year.

	2003	2006	2008
First Year	53.0	51.2	51.8
Senior	57.0	54.7	55.3

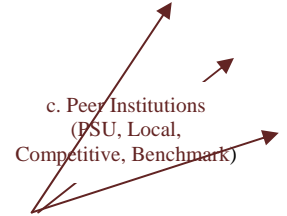
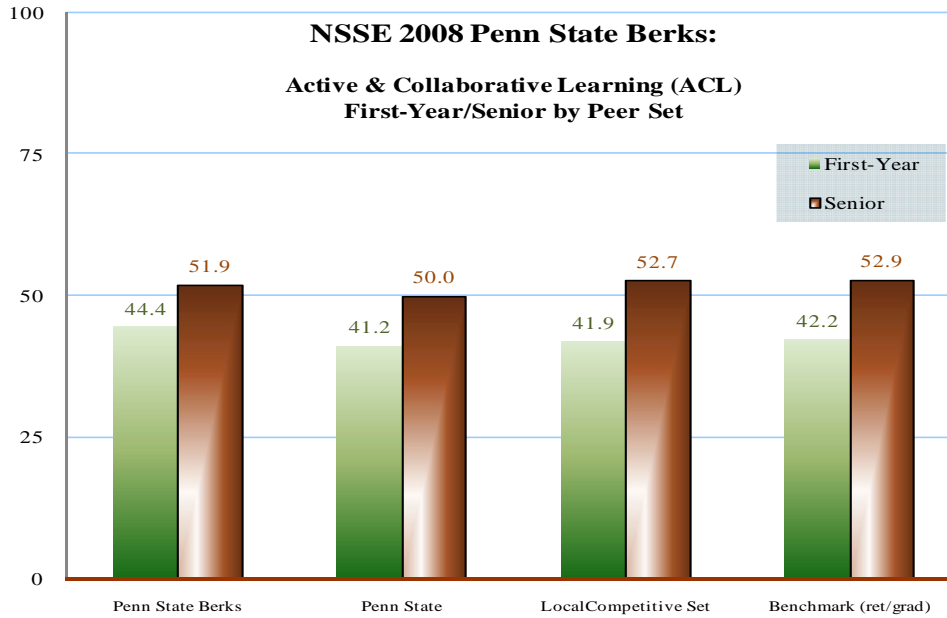
↑ a. 2003-2006-2008

Table 2 indicates that the Level of Academic Challenge (LAC) scores for Berks have NOT improved for both first year and senior NSSE respondents.

II.) Active and Collaborative Learning (ACL)

Learning and solving problems collaboratively with other students has been cited as necessary professional skills. The composite scores for first year and senior respondents for Berks and by peer sets are shown in Chart 2.

Chart 2: Active and Collaborative Learning by First Year/Senior and Peer Sets



Significant Difference of Effect Size: First Year- PSU Campuses, $p < .001$; First Year- Local Competitive Set, $p < .01$; First Year- Benchmark, $p < .05$.

Penn State Berks first year NSSE respondents posted larger scores on Active and Collaborative Learning (ACL) than the other peer institutions. Penn State Berks senior NSSE respondents rank Active and Collaborative Learning (ACL) more favorably than the Penn State Campus senior NSSE respondents but not the other peer sets.

NSSE responses from seniors are more positive than first year NSSE respondents.



Table 3 lists the Active and Collaborative Learning (ACL) scores across NSSE administrations.

Table 3: Level of Active and Collaborative Learning (ACL)

	2003	2006	2008
First Year	42.8	40.0	44.4
Senior	52.3	54.4	51.9

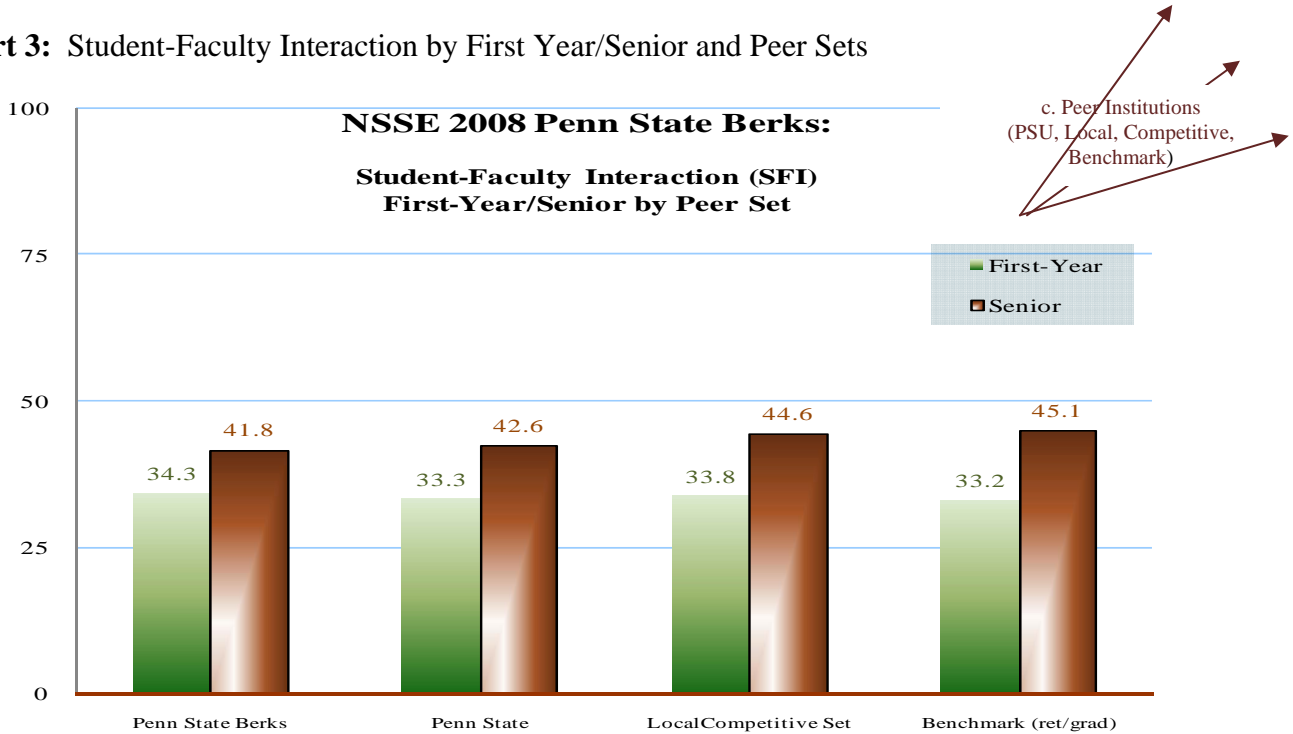


Table 3 shows that the Active and Collaborative Learning (ACL) composite scores for Berks have improved for first year NSSE respondents but NOT for senior NSSE respondents.

III.) Student-Faculty Interaction (SFI)

The Student-Faculty Interaction (SFI) composite consists of interactions with faculty including discussions about career plans, assignments, research, and other activities such as committees and student life. The composite scores for first year and senior respondents for Berks and by peer sets are shown in Chart 3.

Chart 3: Student-Faculty Interaction by First Year/Senior and Peer Sets



For first year NSSE respondents, Berks is on par with the other peer institutions regarding Student-Faculty Interactions (SFI). On the other hand, Berks senior NSSE respondents rate faculty interactions less favorably than NSSE respondents at peer institutions.

NSSE responses from seniors are more favorable than first year NSSE respondents.

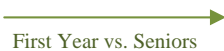


Table 4 lists the Student & Faculty Interaction (SFI) scores across NSSE administrations.

Table 4: Level of Student-Faculty Interaction (SFI)

	2003	2006	2008
First Year	NA	30.9	33.2
Senior	NA	43.9	41.8

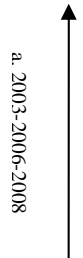
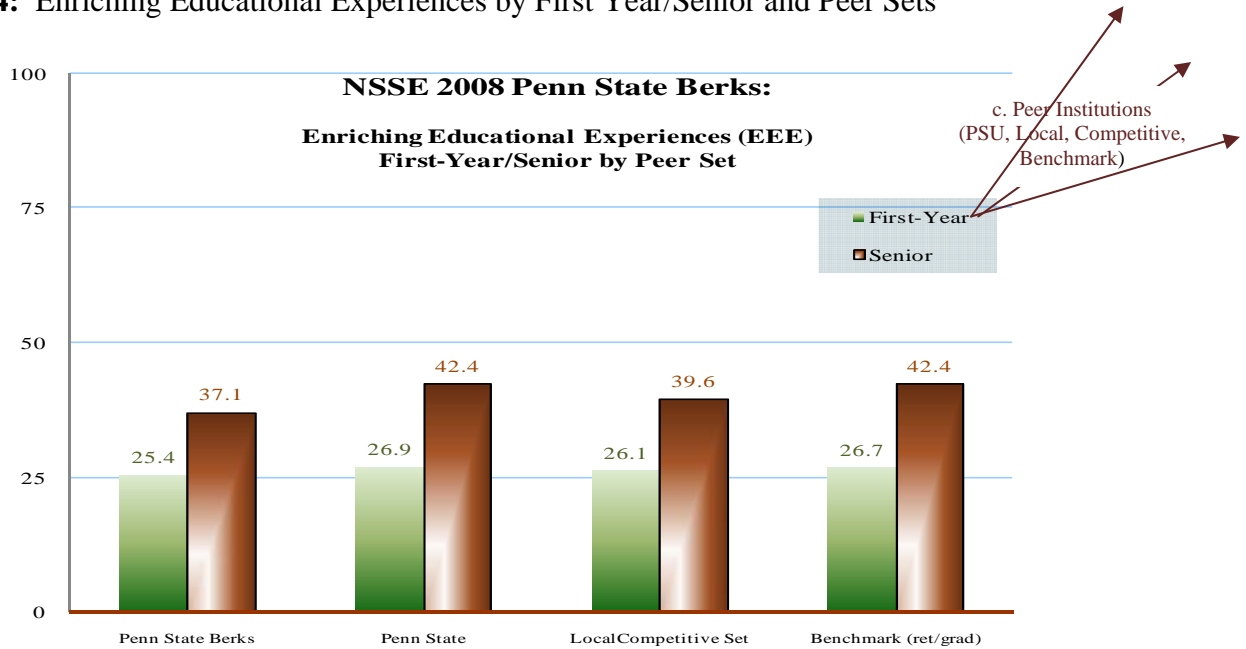


Table 4 shows that the level of Student-Faculty Interaction (SFI) for Berks has improved for first year NSSE respondents but NOT for senior NSSE respondents.

IV. Enriching Educational Experiences (EEE)

Co-curricular activities such as campus organizations, internships, community service, foreign travel, and capstone courses enhance academic programming. The composite scores for first year and senior respondents for Berks and by peer sets are shown in Chart 4.

Chart 4: Enriching Educational Experiences by First Year/Senior and Peer Sets



Significant Difference of Effect Size: First Year- PSU Campuses, $p < .05$; Senior- PSU Campuses, $p < .01$; Senior- Benchmark, $p < .01$.

For first year and senior NSSE respondents, Berks underperforms with respect to the other peer institutions regarding Enriching Educational Experiences (EEE). On closer examination, Penn State Berks is out paced on several items including study-abroad, community service, and foreign language coursework.

→ First Year vs. Seniors

NSSE responses from seniors are more complimentary than first year NSSE participants.

Table 5 lists the. Enriching Educational Experiences (EEE) scores across NSSE administrations.

Table 5: Level of Enriching Educational Experiences (EEE)

	2003	2006	2008
First Year	NA	24.7	25.4
Senior	NA	38.4	37.1

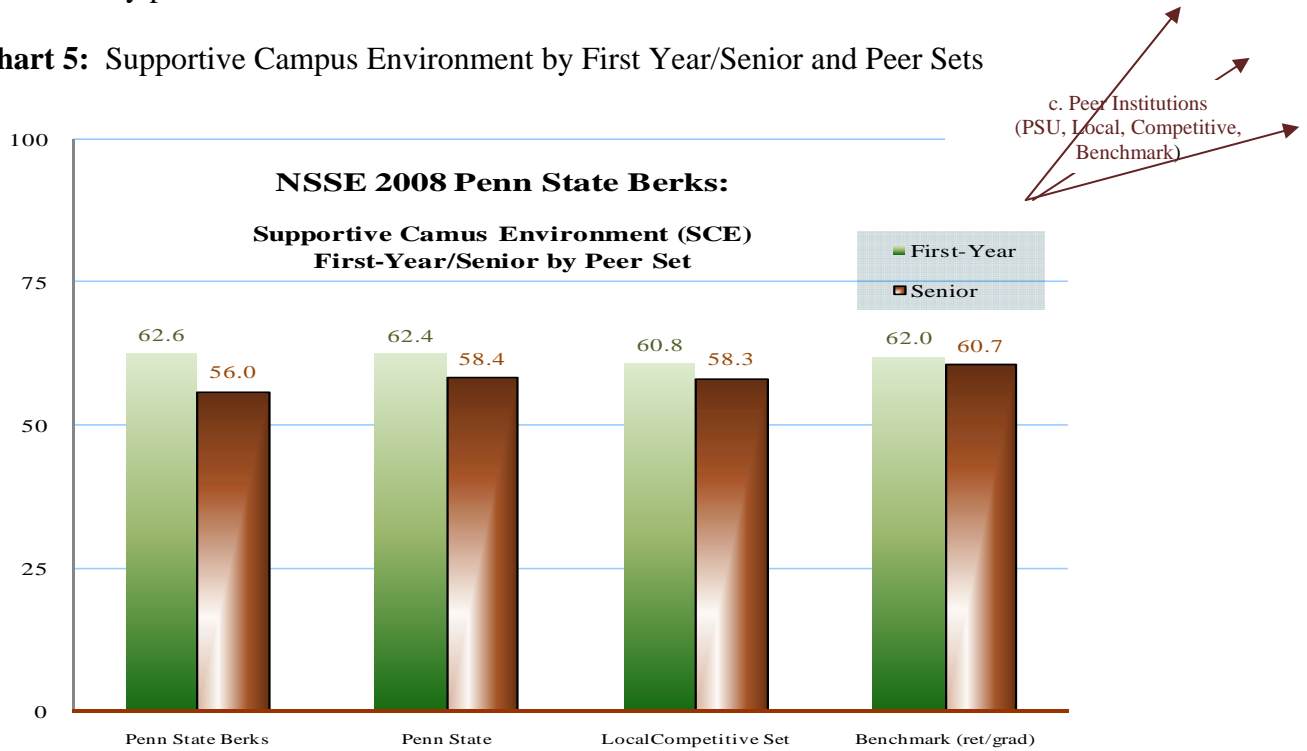
↑ a. 2003-2006-2008

Table 5 shows that the level of Enriching Educational Experiences (EEE) for Berks has improved slightly for first year NSSE respondents but NOT for senior NSSE respondents.

V. Supportive Campus Environment (SCE)

Campus environment factors include those that help students succeed academically and cope with academic and non-academic responsibilities, relationships with students, and relationships with faculty. The composite scores for first year and senior respondents for Berks and by peer sets are shown in Chart 5.

Chart 5: Supportive Campus Environment by First Year/Senior and Peer Sets



Significant Difference of Effect Size: Senior- Benchmark, $p < .05$.

Penn State Berks first year NSSE respondents exceed the other peer institutions regarding Supportive Campus Environment (SCE). On the other hand, Berks senior NSSE respondents do not rank this composite score as well as the other peer sets.

Unlike the other four composite score results, NSSE responses from seniors are less favorable than first year NSSE respondents.

First Year vs. Seniors

Table 6: Level of Supportive Campus Environment (SCE)

	2003	2006	2008
First Year	63.5	60.8	62.6
Senior	57.2	56.9	56.0

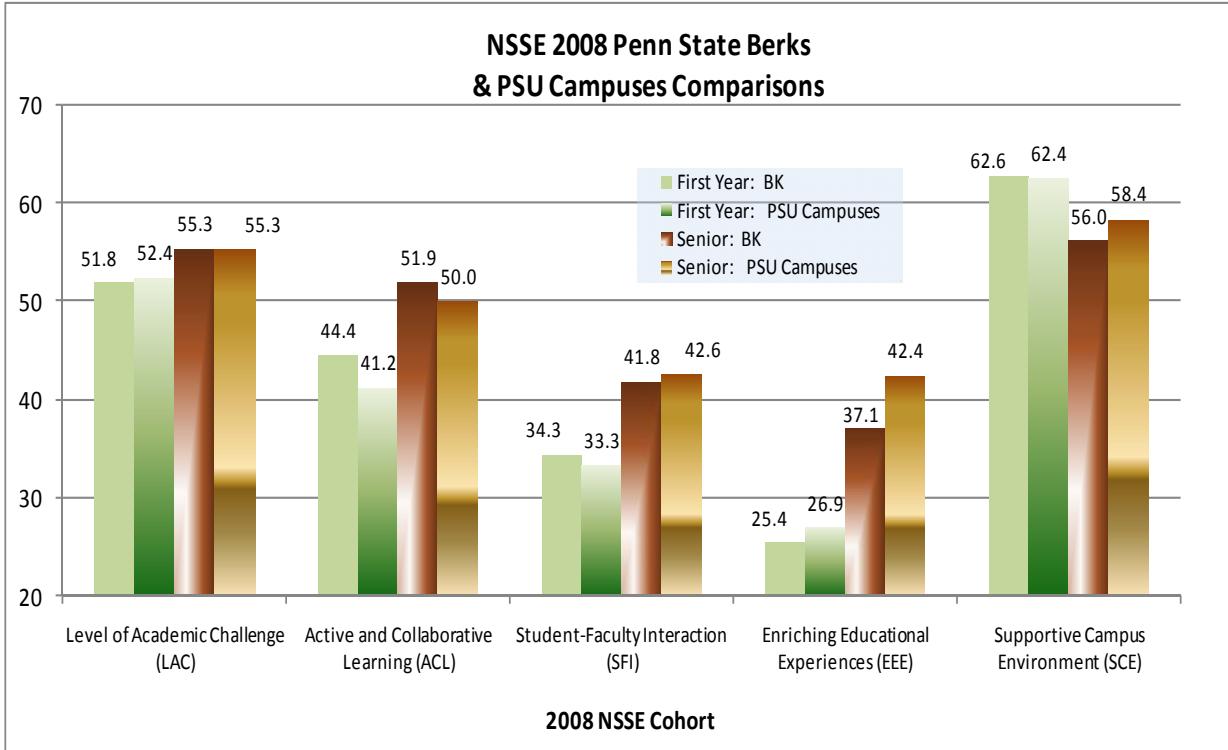
Table 6 shows that the level of Supportive Campus Environment (SCE) for Berks has remained stable for first year NSSE respondents and has decreased for senior NSSE respondents.

a. 2003-2006-2008

Summary of Composite Score Results

Chart 6 summarizes the first year and senior composite scores for Berks and the Penn State campuses.

Chart 6. Summary of Composite Score Results



Satisfaction Items (includes Advising)

NSSE respondents were asked about their satisfaction with advising, educational experience, and if starting over would they go to the same institution. Table 7 lists the results of these items for Berks and peer sets.

Table 7: Satisfaction with Advising, Educational Experience, Would you Choose Berks?

	Penn State Berks		Other Penn State Campuses		Local Competitive Set		Benchmark	
	First Year	Senior	First Year	Senior	First Year	Senior	First Year	Senior
Quality of Advising	2.86	2.69	3.04**	2.84	2.96	2.90	3.04**	2.89
Entire Educational Experience	3.10	3.13	3.28***	3.29*	3.14	3.15	3.26***	3.30
Would you choose Penn State Berks if you started over?	3.04	3.16	3.35***	3.38*	3.16	3.10	3.26***	3.27

* Difference between Berks and peer set is significant, $p < .05$.

** Difference between Berks and peer set is significant, $p < .01$.

*** Difference between Berks and peer set is significant, $p < .001$.

All of the institutional peer sets post better advising results than Berks. Specifically, Berks freshmen lag behind the other Penn State campuses, local peer, and benchmark (national) institutions. Additionally, the advising mean decreases between first year and senior NSSE respondents.

Similarly, when both first year and senior NSSE respondents rate their ENTIRE educational experience Berks does not fare as well as the Penn State campuses, local peer, and benchmark (national) institutions. First year Berks NSSE respondents are less approving about their entire educational experience than Berks senior NSSE respondents.

Penn State Berks first year and senior NSSE respondents are less likely to indicate that he/she would attend Penn State Berks again if he/she were to start over. Both results are surprising in light of the composite scores for Supportive Campus Environment (SCE) in which Berks first year NSSE composite scores were larger than the other peer sets.

Highlights

Overall

- ✦ With the exception of Supportive Campus Environment, Penn State Berks posted **gains** between **first year** and **senior NSSE respondents** on the composite areas: Level of Academic Challenge, Active & Collaborative Learning, Student-Faculty Interaction, and Enriching Educational Experience.
- ✦ Penn State Berks senior NSSE respondents indicated that he/she **worked harder** to meet faculty expectations than the other **PSU campuses, local** and **national** peer sets.

Active & Collaborative Learning

- ✦ Penn State Berks **outscores** the other **PSU campuses, local** and **national** peer sets on the **Active & Collaborative Learning** composite.
- ✦ Penn State Berks **exceeds** the other **PSU campuses, local** and **national** peer sets with respect to opportunities to work on a **research project with a faculty member**.
- ✦ Penn State Berks **exceeds** the other **PSU campuses, local** and **national** peer sets with respect to participating in **learning communities**.
- ✦ Penn State Berks **exceeds** the other **PSU campuses** with respect to opportunities to participate in **internship** and field experiences.

Student Faculty Interaction

- ✦ Berks first year NSSE composite scores are similar to the other **PSU campuses, local** and **national** peer sets with respect to **Student-Faculty Interaction**.
- ✦ The **Student-Faculty Interaction** composite score has improved across NSSE administrations (2003, 2006, & 2008).
- ✦ Penn State Berks first year NSSE respondents rated **faculty members as helpful**. This rating exceeds that of all the **PSU campuses, local** and **national** peer sets.

Supportive Campus Environment

- ✦ The NSSE survey results confirm that Penn State Berks provides a **supportive campus environment**, especially for first year students.
- ✦ Individual item analysis reveals that Penn State Berks, especially first year NSSE respondents, rate the **computing and information technology** resources more positively than the other Penn State campuses and the other institutional peers.

Appendix A: 2008 NSSE Peer Sets

Penn State Campuses:

PSU- Abington
PSU- Altoona
PSU- Brandywine
PSU- Erie, Behrend
PSU- Fayette
PSU- Harrisburg
PSU- Worthington/Scranton
PSU- York

Local Competitive Set

Albright College
Bloomsburg University
Cedar Crest College
East Stroudsburg University
Millersville University
Shippensburg University

National Benchmark

Ramapo College
Salisbury University
SUNY College at Oneonta
The Richard Stockton College of New Jersey
Truman State University
University of Wisconsin- La Crosse

SENATE COMMITTEE ON FACULTY BENEFITS

Faculty Salaries, Academic Year 2007-2008

(Informational)

EXECUTIVE SUMMARY

Penn State faculty salaries remain fairly competitive with those of its peer institutions, although after making significant progress within recent years the most recent salary information hints at a potential downward trend as compared to peer institutions. In order for the university to remain competitive at attracting and retaining the best faculty, it will be necessary to increase salaries appropriately, and especially at a level that exceeds percent increases in recent years.

- The information in this salary report is derived from salary tables shown on the Faculty Senate Website, and can be accessed at <http://www.senate.psu.edu/agenda/2007-2008/apr29-08agn/salarytables.pdf>. The salary report is a guide for interpreting the data presented in the salary tables. The information, however, is limited with respect to its ability to explain important factors concerning salary difference within and across ranks, colleges, locations, gender, and with other institutions.
- In order to maintain salary confidentiality, salary information was provided only as a function of college rather than department. Where applicable, it was provided as a function of gender and academic rank; however, it was suppressed in instances in which any given college/academic rank combination had fewer than four faculty. Salary information is comparatively limited for fixed-term employees and instructors. Tables A, B, and C in this report refer to faculty in standing appointments.
- As compared to other institutions in the Big Ten, Penn State (University Park) 2006-2007 salaries ranked 4th for Professors, 3rd for Associate Professors, 6th for Assistant Professors, and 7th for Instructors.
- As compared to 22 other public institutions in the Association of American Universities Data Exchange (AAUDE), Penn State (University Park) 2006-2007 salaries ranked 7th for Professors, 5th for Associate Professors, and 13th for Assistant Professors.
- Compared with the average for the other institutions in the AAUDE, the 2006-2007 UP faculty salaries were lower for 16 (ranging from \$888 to \$10,131), and higher for 20 (ranging from \$405 to \$18,317) of 36 UP colleges and academic rank combinations.
- Since 1995-1996 average salaries for UP colleges by academic rank combinations have increased between 36% and 89% as compared to 40% and 83% for AAUDE institutions.
- The 2006-2007 average salary for Professors at Abington, University College, Altoona, and Berks, for Associate Professors at Altoona, Abington, University College, and Berks,

and for Assistant Professors at Altoona, were below the Pennsylvania State System of Higher Education (SSHE) average.

- As compared to other Big Ten libraries within the Association of Research Libraries, the 2006-2007 average salary for Librarians at Penn State ranked 2nd, while that for Associate, Assistant, and Affiliate Librarians ranked 2nd, 3rd, and 4th, respectively.

Penn State full-time standing appointment faculty salaries can best be described by their variability within and between college, academic rank, and gender.

- The Fall 2007 median salary for full-time Professors at UP with standing appointments was \$112,347, while that for Associate Professors and Assistant Professors was \$80,982 and \$67,176. These numbers represent increases of 3.5%, 4.5%, and 2.9%, respectively, over Fall 2006 median salaries.
- The Fall 2007 median salary for full-time Professors at Commonwealth Campuses with standing appointments was \$90,054, while those for Associate Professors and Assistant Professors were \$70,425 and \$60,000, respectively. These numbers represent increases of 3.2%, 2.5%, and 5.1%, respectively, over Fall 2006 median salaries.
- The Fall 2007 median salary for full-time Professors among the colleges at UP ranged from \$85,896 (Arts and Architecture) to \$172,152 (Business), while that for Associate Professors and Assistant Professors ranged from \$69,408 (Arts and Architecture) to \$130,032 (Business), and \$56,628 (Communications) to \$126,360 (Business).
- The Fall 2007 male minus female median salary difference for Penn State Professors ranged from -\$20,052 (HHD) to \$15,840 (Dickinson School of Law), while that for Associate and Assistant Professors ranged from -\$6,480 (Business) to \$7,380 (Liberal Arts), and -\$25,020 (Business) to \$8,442 (EMS).

INTRODUCTION

The salary information for this report was provided by the Office of the Provost, with technical assistance from the Office of Planning and Institutional Assessment. Salary information for the total University, University Park Colleges, Academic Support Units, Administrative Support Units, Commonwealth Campuses, Penn State Great Valley, the Dickinson School of Law, and the College of Medicine. It can be found at <http://www.budget.psu.edu/publicaccount/headcountandsalary.asp>.

Throughout this report, reference is made to salary tables shown on the Faculty Senate Web site (<http://www.senate.psu.edu/agenda/2007-2008/apr29-08agn/salarytables.pdf>), and to Tables A, B, and C, and Figure 1, which are found at the end of this document. As stated in previous salary reports, “The summary below will serve as a guide for interpreting the data presented in the salary tables. Unfortunately, the information is limited for explaining important factors concerning salary difference within and across ranks, colleges, locations, gender, and to other institutions. These factors include but are not limited to adjustments for cost of living, market and disciplinary specific forces, differences across colleges, fringe benefits, non-monetary compensation, and years in an academic rank. Although the salary information has limitations,

the information can be used to initiate a discussion about important external and internal salary issues such as competitiveness and equity.”

EXTERNAL REVIEW

Table 1

Table 1 compares average 9-month faculty salaries within specific colleges at Penn State–University Park (UP) with those at the main campuses of universities that participate in the Association of American Universities Data Exchange (AAUDE) for the academic years 2006-2007 (year under review), 2005-2006, and 1995-1996. The Association of American Universities is an organization of leading research institutions that are devoted to maintaining strength in academic research and education. Currently, there are 62 member institutions, of which 34 are public, 26 private, and 2 Canadian (http://en.wikipedia.org/wiki/Association_of_american_universities). See Table 5 for a list of institutions.

Table A (Appendix)

Table A in the appendix of this document summarizes the data for the 2006-2007 academic year, and shows AAUDE and UP mean faculty salaries by College and academic rank combination (N = 36), as well as the differences between UP and AAUDE faculty salaries (UP–AAUDE) and the ratio of UP to AAUDE faculty salaries. For the academic year 2006-2007, 16 (44%) of the 36 UP Colleges by academic rank combinations for which data were available had a salary ratio of <1.00, meaning that the average salary for faculty in the AAUDE was higher than the average UP faculty salary for that particular College and academic rank combination. Those UP College and academic rank combinations having a salary ratio of <1.00 include: Professors in Education (\$-10,131; 0.90), Arts and Architecture (\$-5,130; 0.94), Agricultural Sciences, 9-mos (\$-4,646; 0.96), Engineering (\$-4,706; 0.96), Business (\$-1,443; 0.99), and Communications (\$-1,065; 0.99); Associate Professors in Science (\$-3,920; 0.95), Arts and Architecture (\$-1,349; 0.98), Agricultural Sciences 12-mos (\$-1,108; 0.99), and Education (\$-888; 0.99); and Assistant Professors in Engineering (\$-6,416; 0.92), Communications (\$-4,497; 0.93), Education (-3,907; 0.93), Earth and Mineral Sciences (\$-1,783; 0.97), Health and Human Development (-1,939; 0.97), and Science (\$-2,345; 0.97). For the 2005-2006 academic year 15 of 36 UP Colleges by academic rank combinations had a salary ratio of <1.00 (42%), while for the 2004-2005 academic year, only seven (20%) of 35 UP Colleges by academic rank combinations had a salary ratio of <1.00. **Therefore, in two years the number of UP Colleges by academic rank combinations having an average salary less than that of AAUDE universities has more than doubled, and The College of Education has a salary ratio of <1.00 at all academic ranks.**

Table 2

Table 2 shows a salary progression analysis for UP colleges by academic rank combinations as compared with the mean salary progression analysis for AAUDE universities. This analysis details the average salary within a given College for Associate and Assistant Professors as a percentage of the average salary for Professors. Across UP Colleges, the 2006-2007 average salary for Associate Professors ranged from 63% (Liberal Arts) to 79% (Ag Sci. 9-mos. and Business) of that for Professors. The comparable measure for AAUDE universities ranged from

65% (Liberal Arts) to 78% (Business). Across UP Colleges, the 2006-2007 average salary for Assistant Professors ranged from 53% (Health and Human Development) to 75% (Business) of that for Professors. The comparable measure for AAUDE universities ranged from 55% (Liberal Arts) to 74% (Business). For the academic year 2005-2006, the average salary for Associate Professors ranged from 62% to 79% of that for Professors across UP Colleges, while the average salary for Assistant Professors ranged from 52% to 73%. For the academic year 1995-1996, the average salary for Associate Professors ranged from 63% to 78% of that for Professors across all UP Colleges, while the average salary for Assistant Professors ranged from 54% to 71%. Therefore, within the last 12 years, the salary progression analysis has remained relatively constant.

Table 3

Table 3 shows the cumulative percent changes between average salaries for the 2006-2007 academic year and the average salaries for the 2005-2006, 2004-2005, and 1995-1996 academic years for UP faculty and faculty from participating AAUDE institutions as a function of College and academic rank. The percent change from the 2005-2006 academic year across UP College and academic rank combinations ranged from -1% (Professors, HHD) to 10% (Assistant Professors, Ag Sci. 12-mos). The comparable measure for AAUDE institutions ranged from 0% (Professors, EMS) to 7% (Professors, IST). The cumulative percent change from the 2004-2005 academic year across UP College and academic rank combinations ranged from 1% (Assistant Professors, Education) to 13% (Assistant Professors, Business). The comparable measure for AAUDE institutions ranged from 6% (Professors, EMS) to 16% (Associate Professors, Business). The cumulative percent change from the 1995-1996 academic year across UP College and academic rank combinations ranged from 36% (Assistant Professors, Communications) to 89% (Associate Professors, Business). The comparable measure for AAUDE institutions ranged from 40% (Assistant Professors, Ag Sci.12-mos) to 83% (Assistant Professors, Business). Therefore, the average percent change of salaries for Assistant Professors in Education at UP has been 0.5% over the last two years and 3.5% over the last 11 years, while the average percent change in salaries for Assistant Professors in Communications at UP has been 2% over the last two years and 3.3% over the last 11 years. The lowest comparable measures for salaries for AAUDE faculty are 3% over the last two years (Professors, EMS) and 3.6% over the last 11 years (Assistant Professors, Ag Sci. 12-mos).

Table 4

Table 4 shows a ranking of average faculty salaries by academic rank among Big Ten public institutions (i.e., Northwestern University is not included) and 22 AAUDE institutions. Within the Big Ten public institutions, the average salary for the 2006-2007 academic year for UP Professors ranked 4th out of 10, while those for Associate and Assistant Professors ranked 2nd and 6th. It is worthwhile to note that the average salary for the 2005-2006 academic year for UP Professors ranked 2nd, while those for Associate and Assistant Professors ranked 2nd and 3rd. When compared to the 22 AAUDE public institutions, the average salary for the 2006-2007 academic year for UP Professors ranked 7th, while those for Associate and Assistant Professors ranked 5th and 13th. By contrast, the average salary for the 2005-2006 academic year for UP Professors ranked 2nd, while those for Associate and Assistant Professors ranked 4th and 6th. **Therefore these data possibly warn of the beginning of a downward trend in faculty salaries at UP as compared to peer institutions within the Big Ten and the AAUDE.**

Table 5

Table 5 lists the institutions that comprise the Association of American Universities (AAU). It includes thirty-four public institutions, twenty-six private institutions, and two Canadian institutions (McGill University and the University of Toronto).

Table 6

Table 6 lists the average salaries for instructional faculty at Big Ten Universities as a function of rank. Note that salaries for librarians are also included. At the rank of Professor, UP salaries rank 4th, with an average of \$119,700 from a total of 768 entries. The mean of the reported averages (11 total) is $116,200 \pm 12,800$ (one std. dev.), while the median average salary is \$115,000. There is a substantial difference between average salaries for UP Professors and those for universities ranked 1st and 2nd on the list—Northwestern University (\$147,200), and The University of Michigan (\$128,700), respectively, while the difference between the average salaries at the University of Illinois (\$120,300), ranked 3rd, and UP is significantly less. At the rank of Associate Professor, UP salaries rank 3rd, with an average of \$80,800 from a total of 510 entries. The mean of the reported averages (11 total) is $79,600 \pm 6,800$ (one std. dev.), while the median average salary is \$78,400. There is a substantial difference between average salaries for UP Professors and those for universities ranked 1st and 2nd on the list—Northwestern University (\$97,500), and The University of Michigan (\$85,000), respectively, while the difference between the average salaries at the University of Minnesota (\$80,400), ranked 4th, and UP is significantly less. At the rank of Assistant Professor, UP salaries rank 6th, with an average of \$67,700 from a total of 434 entries. The mean of the reported averages (11 total) is $68,800 \pm 5,800$ (one std. dev.), while the median average salary is \$67,700. There is a substantial difference between average salaries for UP Professors and those for universities ranked 1st and 2nd on the list—Northwestern University (\$83,500), and The University of Michigan (\$73,900), respectively. Michigan State (\$61,500), ranked 11th in this category, shows an average salary that is significantly different from the 10th-ranked entry, The University of Iowa (\$65,000). Only 9 of the 11 universities within the Big Ten reported salary data for instructors; The University of Indiana and Northwestern University did not. Of the 9 reporting institutions, the mean salary was $48,600 \pm 9,200$ (one std. dev.), while the median salary was \$48,200. UP salaries ranked 7th, with an average of \$43,000 from a total of 190 entries. UP reports the highest number of instructor entries, which is followed by Michigan State (162). The third highest was The University of Minnesota, which reported 51 entries. Ohio State reported the highest average instructor salaries (\$66,500); however, this number derives from only 10 entries.

Table 7

Table 7 shows the average salaries for instructional faculty at Big Ten Universities with satellite campuses for the academic years 1995-1996 and 2006-2007. Note that salaries for librarians are not included. For the 2006-2007 academic year, salaries for Professors at UP rank 3rd (\$120,200) among those for 28 peer institutions, while salaries for Professors at Penn State Great Valley, Penn State Erie, Penn State Harrisburg, Penn State Abington, Penn State Univ. Coll., Penn State Altoona, and Penn State Berks ranked 8th, 10th, 12th, 13th, 19th, 21st, and 22nd. At the rank of Associate Professor, salaries at Penn State Great Valley ranked 1st among 28 peer institutions, while those at Penn State Harrisburg, Penn State UP, Penn State Erie, Penn State Altoona, Penn State Abington, Penn State Univ. Coll., Penn State Berks ranked 3rd, 4th, 8th, 13th, 14th, 16th, and

20th. At the rank of Assistant Professor, salaries at Penn State Great Valley ranked 1st among 28 peer institutions, while those at Penn State Erie, Penn State UP, Penn State Harrisburg, Penn State Univ. Coll., Penn State Berks, Penn State Abington, and Penn State Altoona ranked 6th, 8th, 10th, 14th, 15th, 16th and 22nd. At the rank of Instructor, salaries at Penn State Erie ranked 2nd among 21 peer institutions, while those at Penn State Abington, Penn State Harrisburg, Penn State Univ. Coll., Penn State Altoona, Penn State Berks, and Penn State UP ranked 4th, 8th, 9th, 12th, 13th, 18th. Penn State Great Valley reported no Instructors, as did several other institutions.

Table 8

Table 8 shows the average salaries for instructional faculty at Penn State campuses and other Pennsylvania universities. At the rank of Professor, the average salary for UP faculty ranks 3rd among a cohort of 13 institutions. Salaries at the University of Pennsylvania (U Penn) and Carnegie Mellon University rank 1st and 2nd. At the rank of Associate Professor, the average salary for Penn State Great Valley ranks 2nd among a cohort of 13 institutions. The average salary at U Penn ranks 1st. At the rank of Assistant Professor, the average salary for Penn State Great Valley ranks 2nd among a cohort of 13 institutions. The average salary at U Penn ranks 1st. At the rank of instructor, the average salaries at Penn State Erie and Penn State Abington rank 1st and 2nd among a cohort of 9 institutions.

Table 9

Table 9 lists the average salaries for librarians at Penn State (all locations) and other Big Ten Institutions for the academic year 2006-2007. Librarians ranked 2nd (\$87,789), Associate Librarians ranked 2nd, and Assistant Librarians ranked 3rd among 9 institutions. Indiana University and Northwestern did not provide data. Affiliate Librarians ranked 4th among 6 institutions that provided data.

INTERNAL REVIEW

Table 10

Table 10 is composed of two pages. The first page provides salary information on faculty at Penn State (UP, the Commonwealth Campuses, Great Valley, and The Dickinson School of Law) who have standing appointments. The information is arranged according to academic rank, and shows the number of faculty at a given rank, their median years in that rank, and the average salary for those in the first quartile (25th percentile, Q1), the second quartile (50th percentile, Median), and the 3rd quartile (75th percentile, Q3). The second page of Table 10 provides the same information for faculty who have fixed-term appointments.

Table 11

Table 11 (5 pages) provides information on full-time UP faculty, including those that are in non-professorial positions, as a function of appointment (fixed-term or standing), academic unit (College), and academic rank. The information is arranged according to rank, and shows the number of faculty at a given rank, their median years in that rank, and the average salary for those in the first quartile (25th percentile, Q1), the second quartile (50th percentile, Median), and the 3rd quartile (75th percentile, Q3).

Table 12

Table 12 (4 pages) provides information on full-time faculty at University Park, the Commonwealth Campuses, Great Valley, and The Dickinson School of Law as a function of gender, their Fall 2007 mean, median, and standard deviation salaries, and the mean years in academic rank. Data are included for both Standing and Fixed-Term appointments.

Table 13

Table 13 (15 pages) provides information on full-time faculty at University Park as a function of gender, their Fall 2007 mean, median, and standard deviation salaries, and their mean years in academic rank. Data are included for both standing and fixed-term appointments for each college by academic rank, other UP academic units by academic rank, and for UP faculty in non-professorial ranks.

Table 14

Table 14 (24 pages) provides information on full-time faculty at the Commonwealth campuses for Fall 2007. The tables show the number of faculty for a given college within a Commonwealth Campus having standing or fixed-term appointments, their median, mean, and standard deviation salaries, and their mean years in academic rank.

Table 15

Table 15 shows the 2006-2007 average total compensation for basic science faculty and clinical faculty for the College of Medicine. The data are arranged as a function of rank and gender for basic science faculty, and the average total compensation for all faculty is compared to the average salaries for the 75th, 50th, and 25th percentiles for the Association of American Medical Colleges (AAMC).

Table B (Appendix)

Table B in the Appendix summarizes most of the information contained in Tables 10-14 for faculty with full-time standing appointments at Penn State UP and Commonwealth Campuses. It shows the Fall 2007 median salary, number of faculty, and mean years in academic rank for Professors, Associate Professors, and Assistant Professors by College and gender, as well as the salary difference between male and female faculty (male minus female).

Figure 1 (Appendix)

Figure 1 illustrates the Fall 2007 median salary for Professors, Associate Professors, and Assistant Professors for each UP College, University Libraries, Penn State Great Valley, the Dickinson School of Law, and Commonwealth Campuses.

Table C (Appendix)

Table C summarizes most of the information contained in Table 14, showing the Fall 2007 median salary, number, and mean years in academic rank for Professors, Associate Professors, and Assistant Professors for each Campus College by division/school. The Fall 2007 median

salary, number of faculty, and mean years in academic rank by gender for the Commonwealth Campuses was not included in the salary information provided to the committee.

Summary

The Fall 2007 median salary for full-time Professors at UP with standing appointments was \$112,347, which represents an increase of \$3,843 (3.5%) over the Fall 2006 median salary (\$108,504). The Fall 2007 median salary for full-time Associate Professors at UP with standing appointments was \$80,982, which represents an increase of \$3,510 (4.5%) over the Fall 2006 median salary (\$77,472). The Fall 2007 median salary for full-time Assistant Professors at UP with standing appointments was \$67,176, which represents an increase of \$1,872 (2.9%) over the Fall 2006 median salary (\$65,304). The Fall 2007 median salary for full-time Professors at UP with standing appointments (excluding libraries) ranged from \$85,896 (Arts and Architecture) to \$172,152 (Business), resulting in changes of 2.9% and 8.8% over respective Fall 2006 median salaries. The Fall 2007 median salary for full-time Associate Professors at UP with standing appointments (excluding libraries) ranged from \$69,408 (Arts and Architecture) to \$130,032 (Business), resulting in changes of 3.4% and 4.7% over respective Fall 2006 median salaries. The Fall 2007 median salary for full-time Assistant Professors at UP with standing appointments (excluding libraries) ranged from \$56,628 (Communications) to \$126,360 (Business), resulting in changes of 1.1% and 7.6% over respective Fall 2006 median salaries.

The Fall 2007 median salaries for full-time Professors with standing appointments at the Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses were \$139,050, \$121,086, and \$90,054. The Fall 2007 median salaries for full-time Associate Professors with standing appointments at Penn State Great Valley and the Commonwealth Campuses were \$91,350, and \$70,425. The Fall 2007 median salaries for full-time Assistant Professors with standing appointments at Penn State Great Valley and the Commonwealth Campuses were \$94,005, and \$60,000.

The Fall 2007 male minus female median salary difference (i.e. a negative value means a higher median salary for females) for UP Professors ranged from -\$20,052 (HHD) to \$15,840 (Dickinson School of Law); the sum of the differences across all UP Colleges, University Libraries, The Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses was calculated to be \$43,241. The Fall 2007 male minus female median salary difference for UP Associate Professors ranges from -\$6,480 (Business) to \$7,380 (Liberal Arts); the sum of the differences across all UP Colleges, University Libraries, The Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses was \$8,117. The Fall 2007 male minus female median salary difference for UP Assistant Professors ranged from -\$25,020 (Business) to \$8,442 (EMS); the sum of the differences across all UP Colleges, University Libraries, The Dickinson School of Law, Penn State Great Valley, and the Commonwealth Campuses was \$2,307.

Fall 2007 median salaries for women Professors with standing appointments are 93%, 89%, and 91% of the salaries for their male counterparts across all UP Colleges, The Dickinson School of Law, and the Commonwealth Campuses, respectively. Fall 2007 median salaries for women Associate Professors with standing appointments are 93%, 94%, and 95% of the salaries for their male counterparts across all UP Colleges, Penn State Great Valley, and the Commonwealth

Campuses, respectively. There are no data for the Dickinson School of Law. Fall 2007 median salaries for women Assistant Professors with standing appointments are 91%, 97%, and 94% of the salaries for their male counterparts across all UP Colleges, The Dickinson School of Law, and the Commonwealth Campuses, respectively. There are no data for the Dickinson School of Law.

Fall 2007 median salaries for Penn State faculty with standing appointments can be described best by their variability within and between colleges, academic, rank, mean years in academic rank, and gender. For example, across UP colleges regardless of gender or years in academic rank, the highest minus the lowest salary differences is \$86,256 for Professors, \$60,624 for Associate Professors, and \$69,732 for Assistant Professors. The same values for Fall 2006 were \$74,736, \$57,906, and 61,452, respectively. The variability in faculty salaries cross UP and Commonwealth Colleges likely results from interactive factors, including, but not limited to, mean years in academic rank, within college discipline and college/departmental norms, market forces, and merit-based salary increases.

SENATE COMMITTEE ON FACULTY BENEFITS

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FACULTY SALARY SUBCOMMITTEE

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Mark Strikman
Denice H. Wardrop

Table A. 2006–2007 AAUDE and University Park faculty mean salaries by college and rank (N = 36), UP minus AAUDE salary differences, and ratios of UP to AAUDE salaries. The list is organized in ascending order based on salary ratios.

College	Rank	AAUDE	UP	UP–AAUDE	Salary Ratio
Education	Professor	104,012	93,881	-10,131	0.90
Engineering	Assistant	80,550	74,134	-6,416	0.92
Communications	Assistant	61,907	57,410	-4,497	0.93
Education	Assistant	58,553	54,646	-3,907	0.93
Arts and Arch	Professor	91,427	86,297	-5,130	0.94
Science	Associate	79,694	75,774	-3,920	0.95
Ag Sci (9 mon)	Professor	110,193	105,547	-4,646	0.96
Engineering	Professor	126,617	121,911	-4,706	0.96
EMS	Assistant	65,568	63,785	-1,783	0.97
HHD	Assistant	62,284	60,345	-1,939	0.97
Science	Assistant	68,243	65,898	-2,345	0.97
Arts and Arch	Associate	67,627	66,278	-1,349	0.98
Ag Sci (12 mon)	Associate	86,669	85,561	-1,108	0.99
Business	Professor	171,016	169,573	-1,443	0.99
Communications	Professor	102,564	101,499	-1,065	0.99
Education	Associate	72,703	71,815	-888	0.99
Business	Assistant	125,984	126,389	405	1.00
Ag Sci (12 mon)	Assistant	73,910	74,982	1,072	1.01
Business	Associate	133,086	134,459	1,373	1.01
Engineering	Associate	91,648	92,674	1,026	1.01
EMS	Professor	110,721	114,473	3,752	1.03
EMS	Associate	78,059	80,177	2,118	1.03
Liberal Arts	Associate	72,931	75,475	2,544	1.03
Arts and Arch	Assistant	54,814	56,751	1,937	1.04
Communications	Associate	73,269	76,201	2,932	1.04
Science	Professor	114,382	118,933	4,551	1.04
Ag Sci (9 mon)	Assistant	68,390	72,240	3,850	1.06
IST	Assistant	86,200	91,134	4,934	1.06
Liberal Arts	Assistant	61,302	64,788	3,486	1.06
HHD	Associate	73,688	78,556	4,868	1.07
Liberal Arts	Professor	112,014	120,101	8,087	1.07
Ag Sci (9 mon)	Associate	77,012	83,322	6,310	1.08
HHD	Professor	104,506	113,864	9,358	1.09
Ag Sci (12 mon)	Professor	115,961	127,106	11,145	1.10
IST	Associate	96,484	107,563	11,079	1.11
IST	Professor	132,708	151,025	18,317	1.14

Table B. Fall 2007 median salaries for full-time standing appointment at UP, Great Valley Dickinson School of Law, and all Commonwealth Campuses for Professors, Associate Professors, and Assistant professors showing the median salary, number of faculty, and mean rank in years for all faculty, males, females, and males minus females. ND indicates no data or suppression of salary information. UP, University Park; Ag Science, Agricultural Sciences; Arts and Arch, Arts and Architecture; Business, Smeal College of Business; Dickinson, Dickinson School of Law; EMS, Earth and Mineral Sciences; HHD, Health and Human Development; IST, Information Science and Technology; Science, Eberly College of Science; Great Valley, Penn State Great Valley; Comm Campuses, Penn State Commonwealth Campuses.

College	Professor Median Salary				Number of Faculty				Mean Years in Rank			
	All	Male (M)	Female (F)	M-F	All	M	F	%Male	All	M	F	M-F
All UP	\$112,347	\$114,170	\$106,056	\$8,114	773	636	137	82.3	10	11	7	4
Ag Science	\$99,432	\$99,144	\$103,333	-\$4,189	117	104	13	88.9	11	12	7	5
Arts & Arch	\$85,896	\$85,896	\$87,516	-\$1,620	42	27	15	64.3	9	10	6	4
Business	\$172,152	\$177,264	ND	ND	35	32	3	91.4	10	9	11	-2
Communications	\$111,807	\$111,807	ND	ND	9	8	1	88.9	7	7	3	4
Dickinson	139,050	\$139,050	\$123,210	\$15,840	30	22	8	73.3	10	12	6	6
EMS	\$120,888	\$121,176	\$114,998	\$6,178	71	60	11	84.5	11	12	5	7
Education	\$95,391	\$96,084	\$90,108	\$5,976	41	30	11	73.2	8	10	5	5
Engineering	\$121,914	\$121,905	\$123,408	-\$1,503	126	116	10	92.1	10	10	5	5
HHD	\$117,468	\$104,976	\$125,028	-\$20,052	45	28	17	62.2	9	9	8	1
IST	\$145,674	\$139,689	ND	ND	8	6	2	75.0	5	5	5	0
Liberal Arts	\$115,092	\$118,188	\$105,804	\$12,384	154	114	40	74.0	9	10	7	3
Science	\$120,024	\$120,096	\$104,508	\$15,588	125	111	14	88.8	12	12	10	2
Univ Libraries	\$73,522	\$71,932	\$73,777	-\$1,845	15	7	8	46.7	6	7	4	3
Great Valley	\$121,086	\$113,238	ND	ND	7	6	1	85.7	4	4	4	0
Comm Campuses	\$90,054	\$91,575	\$83,205	\$8,370	126	100	26	79.4	8	9	6	3

College	Associate Professor Median Salary				Number of Faculty				Mean Years in Rank			
	All	Male (M)	Female(F)	M-F	All	M	F	%Male	All	M	F	M-F
All UP	\$80,982	\$82,656	\$76,572	\$6,084	521	341	180	65.5	6	6	6	0
Ag Science	\$80,856	\$80,856	\$80,835	\$21	82	60	22	36.7	6	6	5	1
Arts & Arch	\$69,408	\$70,020	\$69,012	\$1,008	56	30	26	53.6	7	7	7	0
Business	\$130,032	\$124,956	\$131,436	-\$6,480	25	18	7	72.0	6	6	5	1
Communications	\$73,269	\$73,881	\$71,190	\$2,691	13	9	4	69.2	5	5	5	0
Dickinson	ND	ND	ND	ND	1	0	1	0.0	1	0	1	-1
EMS	\$81,072	\$79,092	\$84,906	-\$5,814	32	28	4	87.5	5	6	3	3
Education	\$74,340	\$74,727	\$73,827	\$900	37	20	17	54.1	5	6	4	2
Engineering	\$97,452	\$97,191	\$101,952	-\$4,761	67	56	11	83.6	6	6	6	0
HHD	\$82,188	\$82,656	\$82,188	\$468	56	27	29	48.2	5	5	5	0
IST	\$105,003	\$105,003	ND	ND	8	8	0	100	4	4	ND	ND
Liberal Arts	\$75,420	\$79,164	\$71,784	\$7,380	102	50	52	49.0	8	8	8	0
Science	\$80,568	\$79,596	\$80,568	-\$972	43	35	8	81.4	5	5	2	3
Univ Libraries	\$55,735	\$55,745	\$57,954	-\$2,209	24	8	16	33.3	5	5	6	-1
Great Valley	\$91,350	\$95,661	\$89,316	\$6,345	12	7	5	58.3	5	4	7	-3
Comm Campuses	\$70,425	\$71,559	\$68,103	\$3,456	368	242	126	65.8	7	8	5	3

College	Assistant Professor Median Salary				Number of Faculty				Mean Years in Rank			
	All	Male (M)	Female(F)	M-F	All	M	F	%Male	All	M	F	M-F
All UP	\$67,176	\$70,740	\$64,314	\$6,426	353	193	160	54.7	3	3	3	0
Ag Science	\$71,820	\$71,820	\$70,992	\$828	24	16	8	66.7	3	2	4	-2
Arts & Arch	\$59,004	\$60,084	\$58,500	\$1,584	39	23	16	59.0	4	4	3	1
Business	\$126,360	\$126,360	\$151,380	-\$25,020	18	9	9	50.0	2	3	2	1
Communications	\$56,628	\$56,529	\$58,005	-\$1,476	14	7	7	50.0	2	2	1	1
Dickinson	ND	ND	ND	ND	1	0	1	0.0	0	0	0	0
EMS	\$65,448	\$68,688	\$60,246	\$8,442	21	12	9	57.1	2	3	2	1
Education	\$63,045	\$62,604	\$63,045	-\$441	18	5	13	27.8	3	3	3	0
Engineering	\$83,016	\$83,007	\$84,843	-\$1,836	42	32	10	76.2	3	3	3	0
HHD	\$62,316	\$64,188	\$62,136	\$2,052	33	7	26	21.2	3	6	2	4
IST	\$96,849	\$96,849	\$93,969	\$2,880	12	6	6	50.0	4	4	4	0
Liberal Arts	\$64,512	\$65,340	\$62,028	\$3,312	70	35	35	50.0	3	3	3	0
Science	\$70,020	\$70,056	\$70,020	\$36	61	40	21	65.6	3	3	3	0
Univ Libraries	\$43,171	\$43,053	\$43,347	-\$294	12	5	7	41.7	2	2	2	0
Great Valley	\$94,005	\$96,012	\$93,591	\$2,421	10	6	4	60.0	3	3	3	0
Comm Campuses	\$60,000	\$61,236	\$57,843	\$3,393	311	187	124	60.1	6	7	5	2

Table C. Fall 2007 median salaries for full-time standing appointment faculty at Penn State Campuses by academic division for Professors, Associate Professors, and Assistant Professors, showing the mean salary, number of faculty (No.), and mean years in rank (Rank). ND indicates no data or suppression of salary information.

College	Division/School	Professor			Associate Professor			Assistant Professor		
		Salary	No.	Rank	Salary	No.	Rank	Salary	No.	Rank
Abington	Arts & Humanities	\$96,804	6	12	\$65,619	13	9	\$55,170	5	14
	Science & Eng	\$86,477	4	10	\$74,025	8	10	\$55,688	6	23
	Social Science	ND	1	0	\$72,702	8	7	\$54,000	5	2
Altoona	Arts & Humanities	ND	3	3	\$65,178	15	5	\$52,605	11	5
	Business & Eng	ND	0	ND	\$87,840	8	6	\$72,522	6	2
	Edu, HHD, & Soc Sci	ND	1	8	\$67,167	7	3	\$51,777	10	3
	Math & Nat Sci	\$92,313	6	7	\$66,497	14	5	\$53,258	14	3
Berks	Eng, Bus & Comput	ND	0	ND	\$82,400	6	5	\$72,000	11	4
	Hum, Arts, & Soc Sci	ND	3	4	\$64,400	16	4	\$52,920	8	4
	Science	\$77,112	5	5	\$64,827	10	6	\$53,307	10	8
Capital College	Behav Sci & Edu	ND	3	10	\$75,456	16	5	\$63,504	16	2
	Business Admin	\$112,527	7	8	\$108,909	10	11	\$94,500	11	2
	Humanities	\$80,010	5	5	\$69,467	10	6	\$61,137	7	2
	Public Affairs	\$113,652	5	10	\$81,891	6	7	\$68,153	6	2
	Sci, Eng, & Technol	\$98,894	4	11	\$86,706	15	11	\$65,016	18	2
Behrend	Business	\$130,833	6	3	\$119,327	10	6	\$107,501	8	3
	Engineering	ND	3	4	\$86,562	12	5	\$74,340	13	5
	Humanities & Soc Sci	\$90,090	7	16	\$68,805	15	9	\$52,479	9	4
	Science	ND	3	9	\$71,163	15	5	\$56,457	9	3
Grad Prof Studie:	Education	ND	0	ND	ND	3	5	ND	2	4
	Engineering	\$112,257	4	5	ND	3	4	ND	1	6
	Management	ND	3	3	\$110,358	6	6	\$97,695	7	2
Univ College	Arts & Humanities	\$78,948	8	4	\$67,275	28	8	\$55,224	19	9
	Business & Econ	ND	3	4	\$83,318	10	5	\$80,847	20	3
	Engineering	\$90,176	4	12	\$75,780	21	9	\$67,707	6	11
	English	\$77,522	8	6	\$64,944	27	9	\$55,994	12	5
	HHD	ND	2	3	\$65,223	14	5	\$58,109	12	12
	IST	ND	0	ND	\$65,223	14	5	\$58,109	12	12
	Mathematics	\$86,436	8	8	\$65,777	14	11	\$53,087	8	13
	Science	\$89,100	15	12	\$66,843	22	8	\$57,123	32	10
	Soc Sci & Education	\$97,574	6	9	\$68,175	14	6	\$56,871	13	7

Figure 1. Fall 2007 median salaries for full-time standing appointments for Professors, Associate Professors, and Assistant Professors at UP by College, Great Valley, Dickinson, and the Commonwealth Campuses.

