

## ONLINE APPENDIX

### Survey on Faculty Salary Raises, 2012-13

A full-time faculty salary adjustment was initiated and completed by the TAMU-CC in 2012-2013. As a result, some faculty members experienced an increase in annual salary.

Faculty who were awarded this salary adjustment received a lump sum paycheck at the end of March 2013, to compensate them for the 7 months of no raise earlier in the academic year, before the raises were decided upon.

Please answer the questions below - regardless of whether you received a salary adjustment or not - to provide a more detailed picture of the impact of salary adjustments. After you have complete the survey, you will be given an opportunity to write your comments concerning the salary adjustment procedure at the very end of the survey

1. My Annual Salary BEFORE the raise was in the range of \$\_\_\_:

	70,000-79, 999	140,000-149, 999
	80,000-89, 999	150,000-159, 999
Less than \$30,000	90,000-99, 999	160,000-169, 999
30,000-39, 999	100,000-109, 999	170,000-179, 999
40,000-49,999	110,000-119, 999	180,000-189, 999
50,000-59, 999	120,000-129, 999	190,000 or more
60,000-69, 999	130,000-139, 999	

2. My approximate percentage increase in annual salary was:

0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	11%
	12%	13%	14%	15%	16%	17%	18%	19%	20%	21%	22%
	23%	24%	25%	26%	27%	28%	29%	30%	31%	32%	33%
	34%	35%	36%	37%	38%	39%	40%	>40%			

*If you RECEIVED any pay raise please complete Sections A and B of this questionnaire.*

*If you DID NOT receive any pay raise (i.e. your answer above is 0%), please complete Section B of this questionnaire.*

[Note: We will use the conditional skip logic to make sure faculty complete the appropriate set of questions by their salary raise status]

**SECTION A: Questions for faculty who RECEIVED receive a salary increase.**

3. My Total Annual Salary AFTER the raise was in the range of \$\_\_\_:

	70,000-79, 999	140,000-149, 999
	80,000-89, 999	150,000-159, 999
Less than \$30,000	90,000-99, 999	160,000-169, 999
30,000-39, 999	100,000-109, 999	170,000-179, 999
40,000-49,999	110,000-119, 999	180,000-189, 999
50,000-59, 999	120,000-129, 999	190,000 or more
60,000-69, 999	130,000-139, 999	

4. I received a lump sum take home amount of (approximately) \$\_\_\_\_\_ in a separate, late March 2013 paycheck (to compensate me for the 7 earlier months of no raise earlier in the academic year, before the raises were decided upon).

5. I plan to utilize this <u>lump sum I received in a late March 2013 paycheck</u> (or have already used it/started to use it) in the following ways. [Adds up to 100%.]	
a. Invest (in stocks, bonds, savings account, retirement account, etc.)	%
b. Use to pay off credit card debt	%
c. Use to pay off notes (e.g. mortgage, car note, etc.)	%
d. Use up about evenly every month for expenses: Approximately \$_____ /mo. x ___ mo.	%
e. Use to buy a durable asset (e.g. car, boat, washing machine, furniture, home renovation)	%
f. Use to save for an infrequent expense (e.g. vacation, bigger special-occasion gifts)	%
g. Charitable contributions	%
h. Alimony/child support	%
i. Fun (travel, dining out, social activities etc.)	%
j. Other: _____	%
Amount must total 100%	
	%

6. I will be receiving a *take-home* MONTHLY INCREASE in salary of (approximately) \$\_\_\_\_\_.

7. I plan to utilize this take-home monthly salary INCREASE (on average) in the following ways. [Adds up to 100%.]	
a. Invest (in stocks, bonds, savings account, retirement account, etc.)	%
b. Use to pay off credit card debt	%

c. Use to pay off notes (e.g. mortgage, car note, etc.)	%
d. Use up about evenly every month for expenses: Approximately \$_____ /mo. x 12 mo.	%
e. Use to buy a durable asset (e.g., car, boat, washing machine, furniture, home renovation)	%
f. Use to save for an infrequent expense (e.g., vacation, bigger special-occasion gifts)	%
g. Charitable contributions	%
h. Alimony/child support	%
i. Fun (travel, dining out, social activities etc.)	%
j. Other: _____	%
Amount must total 100%	
	%

### SECTION B: Questions for all full-time faculty

8. *Your household annual* income, before this raise (approximately): \$ \_\_\_\_\_
9. *Current household annual* income, with this raise (approximately): \$ \_\_\_\_\_

10. My usual teaching load for Fall semesters is \_\_\_\_\_ classes.
11. My usual teaching load for Spring semesters is \_\_\_\_\_ classes.
12. Before this salary raise, I usually taught/preferred to teach \_\_\_\_\_ Summer I and Summer II classes (Maymester is counted as Summer I)
13. Before this salary raise, I usually taught/preferred to teach \_\_\_\_\_ mini-mester classes (Augustmester and Wintermester)
14. Before this salary raise, I usually taught/preferred to teach \_\_\_\_\_ overload classes per academic year (any additional courses beyond regular load)
15. In the future, I would like to teach \_\_\_\_\_ Summer I and Summer II classes (Maymester is counted as summer I)
16. In the future, I would like to teach \_\_\_\_\_ number of mini-mester classes (Augustmester and Wintermester)
17. In the future, I would like to teach \_\_\_\_\_ number of overload classes (any additional courses beyond regular load)

18. My current faculty status is: \_\_\_\_\_ tenured \_\_\_\_\_ tenure track \_\_\_\_\_ non-tenure track

19. My current faculty rank is: \_\_\_\_\_ Professor \_\_\_\_\_ Associate Professor \_\_\_\_\_ Assistant professor \_\_\_\_\_ Instructor \_\_\_\_\_ Professional \_\_\_\_\_ Adjunct \_\_\_\_\_ Other (give title)

20. I am a faculty member in: \_\_\_\_\_ CoB \_\_\_\_\_ CoE \_\_\_\_\_ CoLA \_\_\_\_\_ CoNHS \_\_\_\_\_ CoS&E \_\_\_\_\_ Harte Research Institute

21. I have opted to be paid my regular annual salary over: \_\_\_\_\_ 9 months \_\_\_\_\_ 12 months

Read each item below and, as honestly as you can, answer the question: "How characteristic or true is this of me?"

Select the appropriate number, using the following scale:

1 = very untrue      2 = untrue      3 = neutral      4 = true      5 = very true      DK = don't know

N/A = not applicable

Please answer *all* of the following questions.

22. I am very pleased with the change in <u>my</u> faculty salary.	1 2 3 4 5 DK N/A
23. My colleagues are very pleased with the changes in <u>their own</u> faculty salaries.	1 2 3 4 5 DK N/A
24. <u>In general, I am very pleased</u> with the changes in faculty salaries.	1 2 3 4 5 DK N/A
25. <u>In general, my colleagues are very pleased</u> with the changes in faculty salaries.	1 2 3 4 5 DK N/A
26. I believe that the procedures/processes followed in faculty salary adjustment were <u>fair</u> .	1 2 3 4 5 DK N/A
27. I believe that the results of faculty salary adjustment were <u>fair</u> .	1 2 3 4 5 DK
28. <u>My colleagues</u> believe that procedures/processes followed in faculty salary adjustment were <u>unfair</u> .	1 2 3 4 5 DK
29. <u>My colleagues</u> believe that the results of faculty salary adjustment were <u>unfair</u> .	1 2 3 4 5 DK
30. As a result of this year's changes in faculty salaries, I am more likely to <u>seek employment elsewhere</u> .	1 2 3 4 5 DK
31. As a result of this year's changes in faculty salaries, I am more likely to retire <u>sooner</u> than I had been planning.	1 2 3 4 5 DK
32. All things considered, how happy are you as a whole right now?	1 2 3 4 5 DK
33. Imagine that we asked one of your friends to rate how happy you are on a scale of 1 to 5. How happy would this friend say you are now?	1 2 3 4 5 DK
34. This salary raise will not have any impact on the number of overload classes I will teach:	1 2 3 4 5 DK
35. This salary raise will not have any impact on the number of Summer classes I will teach:	1 2 3 4 5 DK
36. This salary raise will not have any impact on the number of mini-mester classes I will teach:	1 2 3 4 5 DK

DEMOGRAPHICS: Check the one that corresponds to the category that best describes you:

37. Sex:  Male  Female

38. What ethnicity/race do you consider yourself to be? (check all that apply):  Asian  
 White/Caucasian  African American/ Black  Hispanic  Native American  
 Other: \_\_\_\_\_

39. Age at last birthday \_\_\_\_\_

40. Zip code \_\_\_\_\_

41. Highest educational attainment:  Master's degree (non-terminal)  Terminal degree (doctorate, MFA, etc.)

42. I own a business, *or* I am a partner in a business: \_\_\_ Yes \_\_\_ No (*If NO, skip to #46.*)
43. If yes to #44, in \_\_\_\_\_ industry
44. I do independent consulting work for pay: \_\_\_ Yes \_\_\_ No (*If NO, skip to #48.*)
45. If yes to # 46, in \_\_\_\_\_ industry
46. Approximate dollar value of my TOTAL assets (real property and financial assets) (savings, cars, investments, etc.):
- |                      |                     |                     |
|----------------------|---------------------|---------------------|
| ___ less than 50,000 | ___ 150,000-199,999 | ___ 300,000-349,999 |
|                      | ___ 450,000-499,999 |                     |
| ___ 50,000- 99,999   | ___ 200,000-249,999 | ___ 350,000-399,999 |
|                      | 500,000 +           |                     |
| ___ 100,000-149,999  | ___ 250,000-299,999 | ___ 400,000-449,999 |

47. In percentages, my <u>assets</u> (real property & financial assets) are distributed in these percentages [Totals 100%]:	
a. Checking accounts	%
b. Savings accounts	%
c. Home(s)	%
d. Other real estate	%
e. Retirement/pension funds	%
f. Stocks/bonds/mutual funds	%
g. Vehicles	%
h. Personal property (furniture, tools electronics, jewelry, etc.)	%
i. Other: _____	%
<b>Amount must total 100%</b>	
	<b>%</b>

48. *If you think that the faculty salary adjustment procedures/results were not fair: Where did the fairness break down? What can be done to improve this process and/or result for the next round? Please write down your comments below.*

\_\_\_\_\_

**THANK YOU FOR YOUR PARTICIPATION!!**