

To: Faculty Life Committee of the Faculty Senate

From: Vanderbilt Institutional Research Group (VIRG)

RE: Faculty Payroll Options Survey Results

In December of 2009 and January of 2010, the Vanderbilt Institutional Research Group, on behalf of the Faculty Life Committee of the Faculty Senate, surveyed all current University Central faculty members holding nine-month appointments about their preferences regarding the provision of a nine-month payment option. A total of 832 faculty members were solicited and 426 responded, resulting in a response rate of 51.2%.

All faculty were asked the initial question, “If both nine-month and twelve-month payment options were available, which would be your current preference?” In response to this question, a majority of faculty members (83.6%) indicated their current preference would be to be paid as they currently are – in twelve equal installments.

If both nine-month and twelve-month payment options were available, which would be your current preference:		
	Frequency	Percent
9 Equal Installments	70	16.4%
12 Equal Installments	356	83.6%
Total	426	100.0

A crosstabulation of these data by school demonstrates that faculty from the School of Engineering (41.2%) and from Owen School of Management (33.3%) showed greater-than-average preference for being paid in nine equal installments.

Crosstab by School
If both nine-month and twelve-month payment options were available,
which would be your current preference:

		9 Equal Installments	12 Equal Installments	Total
Arts and Science	Count	30	219	249
	% within School	12.0%	88.0%	100.0%
Blair	Count	2	18	20
	% within School	10.0%	90.0%	100.0%
Divinity	Count	0	10	10
	% within School	.0%	100.0%	100.0%
Engineering	Count	21	30	51
	% within School	41.2%	58.8%	100.0%
Law	Count	1	9	10
	% within School	10.0%	90.0%	100.0%
Owen	Count	7	14	21
	% within School	33.3%	66.7%	100.0%
Peabody	Count	9	56	65
	% within School	13.8%	86.2%	100.0%
Total	Count	70	356	426
	% within School	16.4%	83.6%	100.0%

The second and final question asked of only those faculty members who responded that they would currently prefer to be paid in twelve equal installments was, “Regardless of your current payment preference, would you like to see Vanderbilt offer a nine-month option?” Of the 356 faculty members asked this question, 25.0% indicated they would like to see Vanderbilt offer a nine-month option, 28.1% indicated they would not, and the remaining 46.9% indicated they had “no opinion” on the matter.

Regardless of your current payment preference, would you like to see Vanderbilt offer a nine-month option?		
	Frequency	Percent
Yes	89	25.0%
No	100	28.1%
No opinion	167	46.9%
Total	356	100.0%

When these data are viewed by school affiliation, it is seen that faculty from the Law School (44.4%), Peabody College (32.1%), and Owen School of Management (28.6%) showed greater desire than faculty from other schools to see Vanderbilt offer such a payment option.

Crosstab by School					
Regardless of your current payment preference, would you like to see Vanderbilt offer a nine-month option?					
		Yes	No	No opinion	Total
Arts and Science	Count	50	68	101	219
	% within School	22.8%	31.1%	46.1%	100.0%
Blair	Count	4	7	7	18
	% within School	22.2%	38.9%	38.9%	100.0%
Divinity	Count	1	2	7	10
	% within School	10.0%	20.0%	70.0%	100.0%
Engineering	Count	8	6	16	30
	% within School	26.7%	20.0%	53.3%	100.0%
Law	Count	4	1	4	9
	% within School	44.4%	11.1%	44.4%	100.0%
Owen	Count	4	6	4	14
	% within School	28.6%	42.9%	28.6%	100.0%
Peabody	Count	18	10	28	56
	% within School	32.1%	17.9%	50.0%	100.0%
Total	Count	89	100	167	356
	% within School	25.0%	28.1%	46.9%	100.0%

In total, when combining the 70 faculty who indicated they would currently like to be paid in nine equal installments and the 89 faculty who indicated, although they did not currently wish to be paid in nine equal installments they would like to see Vanderbilt offer such an option, a total of 37.3% of faculty surveyed (159 out of 426) are in favor of providing an option to be paid in nine equal installments.