

**If you find the level of financial compensation not acceptable, briefly state why not.**

Why the differences in amounts of compensation? I need more detail to understand those amounts.

Should be equal across the board

It is not clear what the justification is for paying less to CAS faculty.

once again the College is being asked (or is it volunteering) to cover the costs of other units.

While I said that the amount would be acceptable to me, I should qualify that I would be one of the people who would find it hard to use the release time because my department would currently find it difficult to cover the classes I teach. Monetary payment would at least allow me to receive some compensation. On the other hand, I'm not sure why someone in the School of Business is automatically the most valuable for a WTE and an individual in CAS is the least valuable simply because of the college they are in. If it is just because there are more students in CAS, then I don't think it is fair to penalize the faculty because they more WTE's in their area.

It is not fair that CAS profs are paid less.

We all know different schools/colleges get different amounts of money, but longtime faculty may wish to see some scale imposed, maybe a percentage of salary?

It should be evenly distributed.

I think compensation should be the same university wide.

Why the difference in amounts?

If it is \$1000 for business then it should be that for everyone.

The whole university, faculty and administration, approved WTE but the majority of the effort will be in CAS. Why is the compensation for CAS the smallest proposed?

Inequity in salaries already exists--why add to it?

Because some people think they are more important than others, I oppose the entire concept of financial compensation. Make it part of load.

There is no acceptable defense for the differences between schools.

We all spend equal amounts of time mentoring WTE programs across campus. Giving different amounts seems discriminatory and unfair

I don't think it is unacceptable; it should just be equitable

my time is worth more than the university wishes to pay

I cannot, of course, speak directly to the type of WTE experiences being planned by other units, but in the natural sciences WTE scholarly activities (ie, research) are not possible without the expenditure of very expensive reagents, chemicals and disposal supplies (ex: culture tubes, pipets, etc). If I am correct in my understanding that this is all coming from a centralized WTE fund, it seems illogical that a WTE in the School of Business is assumed to be more resource intensive, and therefore deserving of a higher level of funding, than one in CAS. We could provide many examples where this is not the case.

Why is the CAS funded less than others for the same work? This should be equal across the entire university.

The survey is not really valid. Issues need to be separated when considering the WTE. For example some departments have been offering capstone courses for 10+ years and these are considered built-in WTE's. So, compensation for this is already handled "in-load". Compensation for supervision of independent study is already by the faculty handbook. Finally, it seems that CAS is getting the shaft if the compensation is different between the colleges and schools.

It appears that the time spent in the Arts and Sciences is worth less than Business, Nursing or SAS.

Discriminatory. Based on what?

Is Business of more value than Art? Art certainly takes faculty time and supervision than Business, so why isn't it compensated proportionately?

How can one even begin to justify the notion that a project in one school is worth more compensation than a project completed elsewhere?

why is the college instructor less worthy????

It greatly depends on the project, and the amount of time spent per student in directing these projects. I know of no easy way, though, to decide what's a more involved project vs. one that isn't. This sort of thing is exactly what can cause all sorts of dissatisfaction amongst faculty members!!

I believe it should be the same amount across the board. A project is a project and faculty supervision should be similar regardless of discipline or school affiliation.

Why should compensation vary by the school. Everyone should receive the same compensation

Why the difference? Equalize/average them. Amount should be same across the board.

Why is someone in the SOB' time more valuable than mine? By nature of WTE in the sciences, I may put in far more time per WTE than someone in Business.

This scenario implies a hierarchy of project difficulty or amount of time invested by WTE mentors, which is not necessarily the case.

Once again, devalues the work of CAS.

It should be equal across all schools and colleges. Nothing makes one students WTE more valuable than another, so the teacher's value in the process is equal.

That scale implies that faculty in CAS spend less time supervising student research that faculty in other departments. That is a flawed assumption, and frankly a bit offensive. As of now, most scholarly and academic WTEs come from CAS, which also indicates that CAS departments engage in more research than other colleges, not less.

The inequity is obvious. Beyond that, a flat fee for efforts which are not of the same size is not fair. I have spent four, useful and fulfilling semesters with a very focused young man doing an ambitious project. To get the same compensation as someone who works a single semester with something far less complex does not recognize or reward my efforts. By the way, I undertook this at a time when I was told I would be compensated based on the number of semesters I was involved. I am committed to the project either way, but the change in mid-stream to a "flat fee" seemed like under-cutting.

The amount of time students require for mentorship does not appear to be discipline-specific. Actually, if there were to be an uneven time/effort requirement on the part of faculty, it is at least as likely that the CAS students would require MORE time and energy than those in focused, specific career-oriented projects. So, the compensation differential might be more fair if it reversed to award MORE to the CAS mentors.

CAS research is no less demanding than Business, Nursing, SAS or LAW. THEY SHOULD ALL COMPENSATE AT THE SAME RATE!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

Why is it not the same across the schools?

Fairness across WU. WTE is a University Requirement and so Faculty Compensation should be determined on a University wide basis and not by School or College. CUSP already administrates the student research funds, so CUSP would also be the logical place to allocate the Faculty Compensation (either money or equivalent)to the various schools or departments.

Compensation should be equal

Why is CAS being treated like the orphan child? I think time and expertise should be treated equitably across schools. WTE compensation should not reflect (again) disparities in salaries.

As usual, the business school would get the most money for an equivalent or lesser amount of work. Perhaps if the scale were reversed it would represent a better distribution, or if it were based on the time spent on the project, or some other measure of work committed.

As long as the projects are compensatory, why would areas get paid more? Notice that the areas being recommended for higher pay are more applied, and less part of the concept of a liberal arts education. That is absolutely ridiculous to promote a liberal arts education, but then treat the staff of that area as less worthy of compensation.

While it's true that salaries across departments may differ (fairly or unfairly), the amount of time that faculty commit to supervising projects is not dependent on discipline. There is no evidence that business faculty, for example, will invest more time in supervising projects than faculty in other areas.

I object to the unequal compensation across the different schools. Number of WTEs per faculty should have some cap as a one rough means of quality control and protection of students (i.e., working with a faculty member that does not really have time for them).

I think they should all be the same amount.

Compensation amounts should be equal. The proposed tiered effect gives the impression that the time spent by some faculty members is more important than others.

Why are A&S faculty worth less? The general level of amounts is fine, but there should be equality across all academic areas.....

Aside from affiliation with one college (unit) or another, what's the basis for such a distinction? "If you prick me, do I not bleed?" This kind of differentiation cuts right to the heart of the vocationalization of higher education. I venture to say that guiding a student to composing a sonnet that says something original is just as intellectually challenging and engaging as summarizing the lessons learned from an internship at Aviva.

Everyone should get the same amount - not more for business or nursing

I have already received inquiries from Nursing about students who would like to do their WTE in my CAS department. Why should I then be paid less? This system will prove problematic.

CAS is being paid less and has the most students to supervise. Amount should be EQUAL across all schools & colleges.

Faculty in the SOB and SON do not work harder in their supervision than CAS faculty nor is their work more important.

The disparity among academic units is unacceptable. Basically this policy would communicate that College faculty are not as valued as those in other areas. This will not motivate College professors to be interested in mentoring WTEs.

Business' financial compensation is approximately 18% greater than CAS. There is too much disparity!

There is no reason to assume that what we do in the CAS is less valuable than what is done in Business. Professors there are already paid significantly more than anyone else (except Law); there is no reason to further increase this inequality.

Equity in amounts for comparable work is important

Why should someone in the School of Business receive \$150 more than someone in the College of Arts and Sciences? Many of us in CAS are already working on undergraduates with research with compensation, so it seems unfair that compensation would not be uniform across the colleges.

While the general amount of about \$900 seems reasonable, it does not seem fair that faculty from different schools receive different amounts

The amount is acceptable, but the amount should be a constant across all the schools and colleges