

From: DuBois, Wyatt wed112@psu.edu
Subject: Re: English Department Pay & New Budget Model
Date: February 14, 2023 at 4:00 PM
To: Wyatt Massey wmassey@spotlightpa.org
Cc: Mediarelations mediarelations@psu.edu, Pell, Rachel A rap142@psu.edu, Powers, Lisa Marie lmr8@psu.edu



Hi Wyatt,

We have nothing further to add.

Thanks,
Wyatt

From: Wyatt Massey <wmassey@spotlightpa.org>
Date: Monday, February 13, 2023 at 8:45 AM
To: DuBois, Wyatt <wed112@psu.edu>
Cc: Mediarelations <mediarelations@psu.edu>, Pell, Rachel A <rap142@psu.edu>, Powers, Lisa Marie <lmr8@psu.edu>
Subject: Re: English Department Pay & New Budget Model

Thank you for getting back to me. As we move forward with our story, and given the information the university provided last week, I wanted to give the university a chance to respond to any of the following:

- Members of Penn State's teaching faculty shared gathered salary data. Following a \$3,000 raise across all ranks in January 2022, the salary structure for teaching faculty in the English department was around \$35,000 for lecturers, around \$38,500 for assistant teaching professors, and around \$42,500 for associate teaching professors. (A MIT living wage puts the living wage for a single adult without children in State College at \$37,545)
- Penn State declined to share salary data, including salary ranges or average salaries within the English department. (Such information would be public by other public universities)
- Pay information within the university's Data Digest (information that is not available without a Penn State login) suggests the English department is among the lowest paid in the College of Liberal Arts.
- Salary data reported to the Integrated Postsecondary Education Data System for the 2021-22 academic year shows that Penn State faculty (across all departments) make less on average than the average of their Big Ten peers (across all academic ranks). The comparison between Penn State and other Big Ten schools was made because those are the peer institutions Penn State selected for its IPEDS report.
- According to the university's budget allocation website, the College of Liberal Arts will receive a 4% budget increase in fiscal year 2024. Penn State declined a request to make someone available for an interview to discuss how the new budget model could affect individual units/departments.

If the university would like to comment on any or all of these statements, I need a response by 4 p.m. ET on Tuesday, February 14. Thank you.

Wyatt

Wyatt Massey

Investigative Reporter, Spotlight PA

Cell/Signal: 445-236-0562

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On Feb 8, 2023, at 3:53 PM, DuBois, Wyatt <wed112@psu.edu> wrote:

Wyatt,

As President Bendapudi noted during the Jan. 24 University Faculty Senate meeting, addressing compensation levels for non-tenure-line teaching faculty is a priority for the university and part of the planning for the new budget allocation model. The university recognizes and appreciates the vital role these faculty play in the education each year of tens of thousands of Penn State students and the College of the Liberal Arts has been responsive to these concerns, with the dean in frequent conversation with the head of the English department on this topic.

Efforts have been under way for several years to address salary inequities in the department. In 2021, the College of the Liberal Arts and the Office of the Executive Vice President and Provost formulated a two-phase plan to guarantee a minimum salary across all ranks of non-tenure-line English faculty. The first phase of the plan was put into place in January 2022, and guaranteed annual minimum salaries for non-tenure-line faculty in the English department from lecturers to full teaching professors.

Phase two of the salary adjustment plan involved adjustments to salaries based on individuals' time at Penn State, and annual reviews and other measures of performance, and was to be put into place over a two-year period, predominantly through merit salary increases. However, because of the financial challenges facing the university, merit raises were put on hold last year and the second phase of the salary adjustment plan was not able to be completed.

At this time, the College of the Liberal Arts and the provost are actively working together to find a solution that aligns with the financial goals of the university while addressing concerns about the compensation levels of non-tenure-line faculty in the Department of English.

General salary increases, when available, are included in the university's budget and approved by the Board of Trustees. If funds are available for merit increases, they are included in the budget and made available to deans, chancellors and unit executives to distribute at their discretion. Salary adjustments also are made on an as-needed basis to address industry and university equity as well as advancements.

You can find information on the university's budget allocations online here:
<https://budgetandfinance.psu.edu/budget-allocations>.

Best regards,
Wyatt

From: Wyatt Massey <wmassey@spotlightpa.org>
Date: Wednesday, February 1, 2023 at 4:19 PM
To: Mediarelations <mediarelations@psu.edu>, Pell, Rachel A <rap142@psu.edu>, Powers, Lisa Marie <lmr8@psu.edu>, DuBois, Wyatt <wed112@psu.edu>
Subject: English Department Pay & New Budget Model

Good afternoon,

I'm looking for information, and an interview, regarding pay at Penn State and specifically pay within the English Department. This was a topic that was brought up during the January 24, 2023 meeting of the Faculty Senate. I've also spoken with employees who cited struggling to keep up with the cost of living in the State College area or covering out-of-pocket medical expenses with their current salaries.

I'm seeking the following information:

What are the salary ranges (or average salaries) for teaching faculty in the English department at each rank (lecturer, assistant teaching professor, associate teaching professor, full teaching professor)? If there are differences between UP and Commonwealth Campuses, please let me know.

It was brought up in the faculty senate meeting, and in conversations with Penn State employees, that members of the English Department believe they are the lowest paid department at Penn State. Would the university like to comment on such statements?

It is my understanding that members of Penn State's English Department sent a letter to their dean in December 2019 (see attached) advocating for pay raises to make the university comparable to other Big Ten universities. Did any pay change result from this letter and, if so, what was the average salary raise at each rank?

What are the university's policies for pay increases (merit-based, incremental, etc.)? If such policies are specific to departments, how are those policies determined?

As Penn State prepares to implement a new budget model, I would like to speak with someone at the university who could break down by department how the new budget model will affect Penn State employees. Specifically, I'm curious about any changes coming to the English Department given that President Bender said on Jan. 04 the situation was something "we must

President Bendapudi said on Jan. 24 the situation was something “we must address,” but I’m also curious to learn more about how other individual departments will be affected by the new budget.

My deadline is February 8, 2023 at 4 p.m. ET. Thank you.
Wyatt

Wyatt Massey

Investigative Reporter, Spotlight PA

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