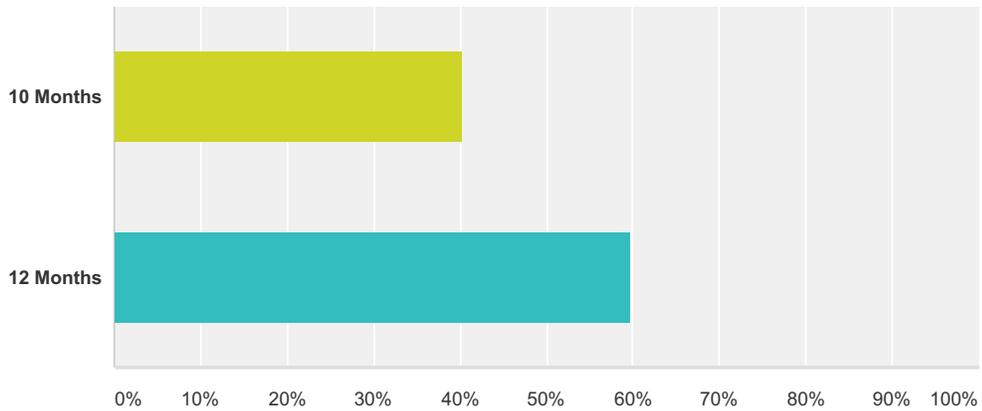


Faculty Survey on Pay Options

Q1 As a 9-month faculty member, your annual compensation is currently paid monthly over 10 months. Would you prefer to continue with being paid over 10 months or have your salary paid over 12 months with a decreased monthly rate? Please note this does not include summer salaries, as summer is paid separately.

Answered: 316 Skipped: 2



Answer Choices	Responses
10 Months	40.19% 127
12 Months	59.81% 189
Total	316

Explanations for those who indicated 10-months

- 10 months is fine if it is particularly difficult to make the system flexible enough to satisfy everyone. Anyone can save one sixth of their pay to get them through the summer.
- As adults, we should have the self-discipline to manage our money. When I was a teacher, I thoroughly resented that I was paid over 12 months, so the school system had my money (and the interest that accrued on it) after I had earned it.
- Ask a finance professor what does TVM mean.
- because I am intelligent enough to save enough money for the months when my pay is reduced or nonexistent.
- Either since this is my third career and have retirement income from other sources.
- Faculty, being highly educated individuals should realize that they have a two month gap in pay and plan accordingly. I personally would be fine with nine paychecks. Individual Financial responsibility is not the university's job! A little restraint and a simple budget is not difficult and is the responsibility of the faculty member that accepted the job with those conditions. As a financially responsible individual I would not even have entertained the idea.
- For a range of personal and professional reasons, I don't need as much money in the summer as I do in the fall and spring semesters. I do NOT want to be poverty-stricken EVERY month instead of just two months per year.
- I always save for the other two months. I do believe it should be an option for everyone but I would not exercise it.
- I am fine with the current arrangement.
- I am able to budget for the summer. I prefer to be paid when I earn the money rather than letting the state hold my money for an additional two months.
- I am used to the current way with regard to how I manage my finances.
- I can invest the money sooner and earn interest rather than having the university hold onto my money for the next 2 months. For me, I also usually teach a course or two over the summer so I am still receiving income regardless.
- I can manage my own money
- I can responsibly keep money in the bank to make it through the summer, so the current system is fine.
- I can't afford a smaller paycheck during the year--summer teaching helps me make it through the summer and I try to save a little during the year as well.
- I consistently bring in summer salary from outside sources.
- I do not have a problem budgeting and saving for the summer months.
- I do not see the point of extending the pay period of 9-month salary to 12 months. To me, it would make more sense if we get paid over 9 months, instead of 10 months.
- I have already budgeted for a 10 month pay and have adjusted accordingly.
- I have been paid that way now for 14 years and am used to it. My budget is built around it and summer teaching helps over the summer to cover the two months. Plus my wife's salary is 12 month so I'm happy with the way I am paid. Given the choice, I would stay with the status quo.

- I have regularly taught in the summer for a term or two terms, so I kind of would like to know how this would be factored in if I was to be paid for 12 months for my annual salary first before I made my decision on my absolute opinion about being paid for 12 month versus 10 months.
- I know I'm never employed over the summer and manage my money appropriately bc of this. If one has issues managing finances the OPTION for 12 months would be beneficial (most public school K-12 systems provide that option)
- I plan and uses summer pay during summer months.
- I prefer saving for the 2 months in the summer, and receiving a larger sum in my check each month.
- I prefer this choice in any case, but especially because it will NOT require significant resources to make and maintain changes in the payroll system.
- I prefer to get my pay as I earn it, and to have my money to use I see fit. If the university decides to withhold my money in order to spread my pay over 12 months, will I receive interest on the pay they withheld from me? Seems only fair since they are keeping my money in their coffers rather than allowing me to use what I earned when I earned it to my benefit. I feel that this is a move towards a ""nanny state"" whereby I am treated as though I cannot be fiscally responsible enough to handle my own affairs. I vote strongly against this change.
- I rather have my money now than spread out over 12 months. I budget my money so that it does not create an issue. Also, I rather have my money now in case of financial emergency.
- I really don't care either way; it's all the same to me.
- I regularly have summer funding so I feel that going to a 12 month would be a detriment to my salary.
- I think it should be optional, as some employees may not be able to have a monthly decrease in the rate if done over 12 months.
- I usually work in the summer anyway and the 10 months salary works for me.
- I was employed here before 10 pay was implemented. I thought I preferred 12 pay, but I see that 10 pay system is more efficient for our University and it works for me.
- I would have loved to have had the option to take salary over 12 months when I arrived at Southeastern. Now, the pay cut per month would be much too great for be viable financially for me. I would have preferred to have had summer salary as an extra to take care of special projects or pay off older debts or simply take the summer off when I want instead of needing to work just to make ends meet during the summer.
- I would have to have a good explanation of what would happen in the case that I land a grant to cover summer salary, even if you premise states that summer pay is treated separately.
- I would only favor being paid over twelve months if I made more money. Until we get a raise, I don't think this makes sense.
- I'm an adult. I am capable of managing my money.
- if done over 12 months, we might be asked to be present for summer even though we don't have a class to teach- why aren't you here - you are getting paid?
- If you can't budget your salary without having it held from you, you may need to get some delayed gratification training or just grow up. It is ridiculous to cause extra expense on something stupid like this when we don't have the money for support and raises.
- It depends on how much this would be? Do I just take my accumulative salary over 10 months and divide by 12? Will health insurance, taxes, ext be also divided into 12?
- It's working for me as it is.

- Our pay is low as it is, with no hope for advancement nor raises. In addition part-timers are not paid well at all. The heavy reliance on underpaid workers is the weakest link in the economic chain, one that pro-rating will not fix. Sorry if off topic, but we never get our opinions heard. Thank you.
- Personal budget matters
- Regardless of final decision, I think the faculty should have an option. Many are suffering during the summer.
- Since I usually earn summer salary, the gap is not a huge problem for me. Plus, I tend to have more expensive during the regular school year and need the salary more then.
- Spreading payments out over a longer period of time would mean less money each month. My salary is already low, I need every penny. I prefer having the option to make up more (or less) depending on how much I work over the summer.
- The 12 month option is the equivalent of an interest-free loan to the university. I see no reason for this. People should learn to budget.
- There is a time value of money, so I had rather be paid more quickly. I can budget my spending over 12 months.
- There is no 12 month contract for faculty. Pay should equal the length of the contract. A 10 month contract - August 1st to May 31st - should be paid accordingly.
- There is no guarantee of summer teaching. If given two classes during the summer, am about \$1200 short each month from my normal salary.
- There is no reason to spread salary over 12 months. Faculty should have enough fiscal awareness about their finances to prevent themselves from spending all their money up front rather than maintaining a chunk in their account to cover their summer financial obligations.
- Time value of money...
- When I started, you could choose to between being paid over 10 months or 12 months, and I chose 10 months. Now I am comfortable with the 10 month option.
- With no pay increases in for over five years, it is better to suffer for a a single month of strained finances in the summer (I typically teach one summer school course), than to be severely under paid all year round.
- Would not be able to cover current expenses with pay being spread out over 12 months.

Explanations for those who indicated 12-months

- 12 month makes budgeting easier and makes the need for summer employment lessen.
- 12 months will give more security to employees, it will eliminate the uncertainty that accompanies summer months
- Allow us the ability to better manage our resources.
- An option would be nice to have.
- As a single mother it would be most beneficial to have a leveled income over a 12 month period as opposed to going approximately 90 days with no income.
- As of right now I wouldnt be able to work over the summer and this would allow me much more flexibility and breathing room during those 2 months.
- because I would prefer this option
- Because it is not guaranteed that I will teach in the summer. By the end of summer beginning of fall my bank account is always empty and the beginning of the semester is always a trying time financially.
- Better able to budget and maintain family expenses.
- Better financially
- Bills cannot be paid 10 months out of 12.
- Bills must be paid each and every month.
- Budgeting
- budgeting ease
- Budgeting for the year is much easier on a 12 month schedule.
- Budgeting money over the summer is extremely difficult.
- Budgeting, and it appears summer school may be less available in the Summers.
- Consistent pay would make monthly finance planning more convenient. Unexpected expenses become far more hazardous in the summer months since there is not a reliable paycheck.
- Easier budgeting
- Easier for budgeting expenses
- easier to budget.
- Easier to handle expenses during the two months when receiving some income.
- easier to plan for budgeting
- Even though it means a reduction in the monthly pay amount and more careful budgeting may be required, it does offer assurance of pay continuance over summer months. I have experienced the 12 month pay allowance verses the 10 month pay allowance and the 12 month pay allowance offers greater flexibility and dependability when summer class offerings may be limited at times depending on many variables.
- Having 12 months makes it much easier to manage my money. I put money aside, but I have two children and stuff happens in which I have to use my savings. Summer school is not very predictable anymore, therefore I cannot count on summer employment.
- Helps with budgeting
- It makes budgeting easier - especially since Summer is so iffy.
- I am horrible at saving money, and every summer, I have to ""borrow"" money from my husband, who is a ""bear"" about it!
- I am paying bills 12 months a year.

- I believe for most people it is extremely hard to try to cover two month bills and expenses without pay. Even if we get paid less each month, at least we will have the security of getting a pay check if we do not teach summer school.
- I do wonder if the twelve month salary option will have any bearing on taxes, insurance and other benefits.
- I don't mean to be flip, but this is just not that complicated - 12 months is simply easier to deal with at home. What business would consider doing this - forcing employees to put aside funds in preparation for not having funds for two months?
- I don't really care about this issue, since I've always been able to set aside a part of my paycheck for the summer months where I don't get paid. However, if I had to choose, I would prefer the 12-month option.
- I feel the option of both and letting the employee choose what is best for them is what should. happen.
- I have to have a second job in order to pay my bills during the summer.
- I prefer a consistent paycheck across the entire year. I can certainly budget accordingly and do but prefer 12 months of paychecks, particularly at my current pay rate.
- I really don't have a preference because I budget out accordingly. However, peers have expressed this option. If there are no tax consequences for 12 over months - it is fine with me.
- I want 12 months ... it is so hard to get a job just for 2 months and then quit on them...
- I would greatly appreciate the option to spread out the pay over 12 months.
- I would prefer to have a consistent salary over 12 months.
- I would rather have income coming in every month and it is difficult to stretch from May 31 until August 30.
- If it's done, please also put insurance deductions over 12 months
- In the event that a summer course gets cancelled due to low enrollment, I would still have income.
- It is easier to budget monthly expenses.
- It is extremely hard to budget when only receiving 10 paychecks. This becomes even more difficult when you have children to raise especially during the summer. We need 12 checks!
- It is much easier to manage my money that way.
- It is very difficult during the summer. Thank you so much for considering this!
- It is very difficult to put money aside for the summer.
- It just makes it easier to budget money over the summer. Sometimes summer classes that I was scheduled to teach don't make. Therefore, I have to rely on savings and money that I budgeted for summer.
- It will provide a steady income.
- It would be helpful to know the difference in salary between 10 and 12 months. Is there any change in Health insurance, retirement programs and other individual deductions.
- It would be more convenient. However, the email indicated that this option would require ""significant resources"". If this change would be that expensive, I'd rather see the money in the form of raises!
- It would be nice to have the option if needed. I can imagine situations where it might be beneficial.
- It would enhance personal budgeting.

- It would give me peace of mind to know that I will have a check for June and July, whether or not my classes fill during the summer. It would be easier to manage money during the year.
- It would help in managing my family's finances much easier without ever having to worry about running out of savings each summer. When I taught in the public school system, this is the way we were paid, and I much preferred it to the 10-month system.
- It would make budgeting easier for me by not having to figure out how much money to put aside for the two summer months where I currently do not receive a paycheck.
- It would make summer teaching not such a matter of life and death.
- It's difficult to save enough during the 10 months to get through the other two. Having the salary spread out would be much easier.
- Lack of summer course opportunities would be a good reason for your payroll to be spread over 12 months.
- My department offers very few opportunities to teach in the summer, so finances are a bit lean during those months without a paycheck!
- Not only would it be great to be paid 12 months, it would also be great to be paid twice a month. It is very difficult for a family to manage on our current salary schedule.
- Over 12 months will allow for easier budgeting of monthly expenses.
- Receiving a paycheck each month over 12 months will help with managing my monthly bill payments.
- Saving for summer months can be tedious.
- Since the opportunities to earn money in the summer are scarce, it would make easier to "survive" the summer and save time on planning and saving money.
- Spreading pay over 12 months would help me budget for summer expenses, especially since I do not regularly teach summer school.
- Summer budgeting would be significantly easier for my family. Right now summer is difficult because the pay is so variable.
- Summer class options are not steady enough.
- Summer is always a lean time and even though I usually teach, the prorating sometimes makes it tough to hang out until regular checks start again.
- Summer pay is not guaranteed. Easier to budget over 12 months rather than trying to save all year.
- Summer teaching and pay is not guaranteed. Summer bills are. After no raises for almost a decade, throw us a bone.
- Summer work (and summer pay) is not something we can plan on. The 12 month pay plan would simplify budgeting.
- The economic plight of higher education, i.e.: Southeastern, creates a difficult time for teaching faculty to simply survive when payments are not allowed to extend into 12 months.
- The pay would be spread over the summer when some faculty are not employed.
- The summers have always been tough for my family and I. If the pay was dispersed for 12 months, it would benefit our entire family as I struggle to find meaningful work in the months of summer. That said, I have taught ever chance I can in the summer and am pursuing online options at SELU.
- This would be a nice benefit to the faculty, especially when it comes to managing personal budgets.
- to have a salary yearlong

- To have an income over the summer
- Too hard to save up for summer. The bills are the same with no money coming in.
- We All need a raise!!!!!!!
- With a 10 month pay schedule, it makes it hard bills in the summer, especially if there is no opportunity to teach summer classes.
- With our salaries being frozen for so long (yet inflation is not frozen), our budget has become extremely tight. It is easier to stretch through the summer months if there is a paycheck coming in.
- With summer school offerings not guaranteed, it is difficult to make ends meet without a check in the summer.