

EGSA Meeting Minutes

January 23rd, 2012

4:30 PM, 504 ASI

In attendance:

Katie Ellis
Megan Greischar
Anjel Helms
Lillian Moller-Jacobs
Ian Grettenberger
Beth Irwin
Jason Smith
Salil Siriwat

Michael Freiberg
Sean Halloran
Hannier Pulido Barrios
Maggie Douglas
Becky Heinig
Jessica Richards
Sheena Sidhu
Elina Niño

Guests:

Gary Felton, upon request from students, talked about the starting salaries for an assistant professor position. New hires with minimum post-doctoral experience can expect to begin at ~\$80,000 and the salary goes up with experience. This of course also depends on the institution. Dr. Felton also talked about assistantships in the entomology departments across the country and our department is very competitive. Our assistantships are at grade 14 while, for example, engineering students get paid at grade 20. The pay grades are determined by the demand for this positions as well as competition on the job market. Dr. Felton mentioned that he will discuss with the faculty a possibility of raising the student salaries to grade 15 if they complete their comprehensive exam on time (semester 5). Post-doctoral salaries at PSU start at the minimum \$37,000 which is pretty comparable to other academic institutions. Post-doctoral salaries for USDA are usually higher. ***For more details please see handouts from Dr. Felton attached for you at the end of the meeting minutes.*** Dr. Felton would also like to discuss courses with the students in the near future.

Frank Eagan talked about the PSU community gardens which are located behind the baseball stadium. They are managed and regulated by the students – they are basically a student club. These gardens are available at the first come first served basis to PSU affiliates and there are 98 plots available, membership is \$25/plot. They are an organically managed garden, but are not certified organic. The garden is also a great place for educational opportunities. There are currently opportunities for leadership roles as well –president and vice-president positions need to be filled and they do come with a small scholarship. Weekly time commitment is 3-5 hrs (president), ½ -2 hours (vice-president, secretary). ***If interested please contact the current president Stacey Lisle at rsl5040@psu.edu or see handout at the end of the meeting minutes.***

Committee Reports:

Recruitment Weekend:

This year it will be on February 9-11, 2012. Currently 15 prospective students will be coming. Volunteers will be needed for airport pickup. A signup sheet for breakfast, lunch and dinner with the prospective students will be sent via email (No significant others are allowed to join in, sorry). Please don't just sign up for everything but pick your top choices. There will be a

Pizza lunch on Saturday at Tom Bentley's house open to everyone. Gift bags will be prepared by EGSA officers. We would also like to have a little open apartment/townhouse for the prospective students so that they could have a feel for the place. If you would like to open your apartment/townhouse, please tell Jessica Richards jyr5211@psu.edu and stay tuned for other emails.

Announcements:

Megan Greischar announced that there will be a seminar sponsored by CIDD graduate student organization on Thursday March 22, 2012. Seminar will be given by Farrah Bashey-Visser on entomopathogenic nematodes. Seminar is open to everyone and if you are interested please feel free to attend. Link: <http://www.huck.psu.edu/calendar/talks-and-seminars/infectious-disease-dynamics>.

Critter care – critters are doing well and we have volunteers to take care of them until March 5th this year. If you think you can devote a couple of hours in a week to taking care of the critters please let Elina know eul125@psu.edu. Thanks to all who volunteered so far to take care of them. There was also a discussion about maybe purchasing more critters. Gabe Villar suggested a whip scorpion (\$22), and Maggie Douglas and Beth Irwin suggested it might a better idea to get more insect critters such as Bess beetles. Elina will look into prices and purchasing them. Beth also suggested to make sure critters are properly sprayed with water since lack of moisture might have been a contributor to losing some of our previous critters. Also, a new top for the Australian walking sticks cage should be purchased and the door on the North American walking sticks needs to be fixed. Elina will look into it.

Beth Irwin talked about the Bug camp. It is a four-day day camp for 7-10 year old kids ran by entomology graduate students. It is a great way to do outreach with children and great to put on your CV. One student usually leads the camp and other rotate in talking about different topics (insects in the ecosystem, collecting and preservation, etc.), there are also field trips. Beth has already developed programs that she'd be happy to share if you are interested in leading the camp. Bug camp also does cost money for the participants but there is a small scholarship fund that EGSA also might be able to donate some money. If you are interested in being involved please contact Maryann Frazier mxt15@psu.edu to see if the Bug camp will be held this year.

Activities - February activity will be snow tubing or skiing at Tussey (if it ever snows again). Look out for more information and polls to participate in. In March (after the Spring break) there will be a potluck. Watch out for e-mails. Becky also suggested a Bug exchange event which would be great for those who are still working on their **REQUIRED** insect collections.

Next EGSA meetings:

Feb. 28th - ASI 504

Mar. 27th - CEL conference room

Apr. 24th - ASI 504

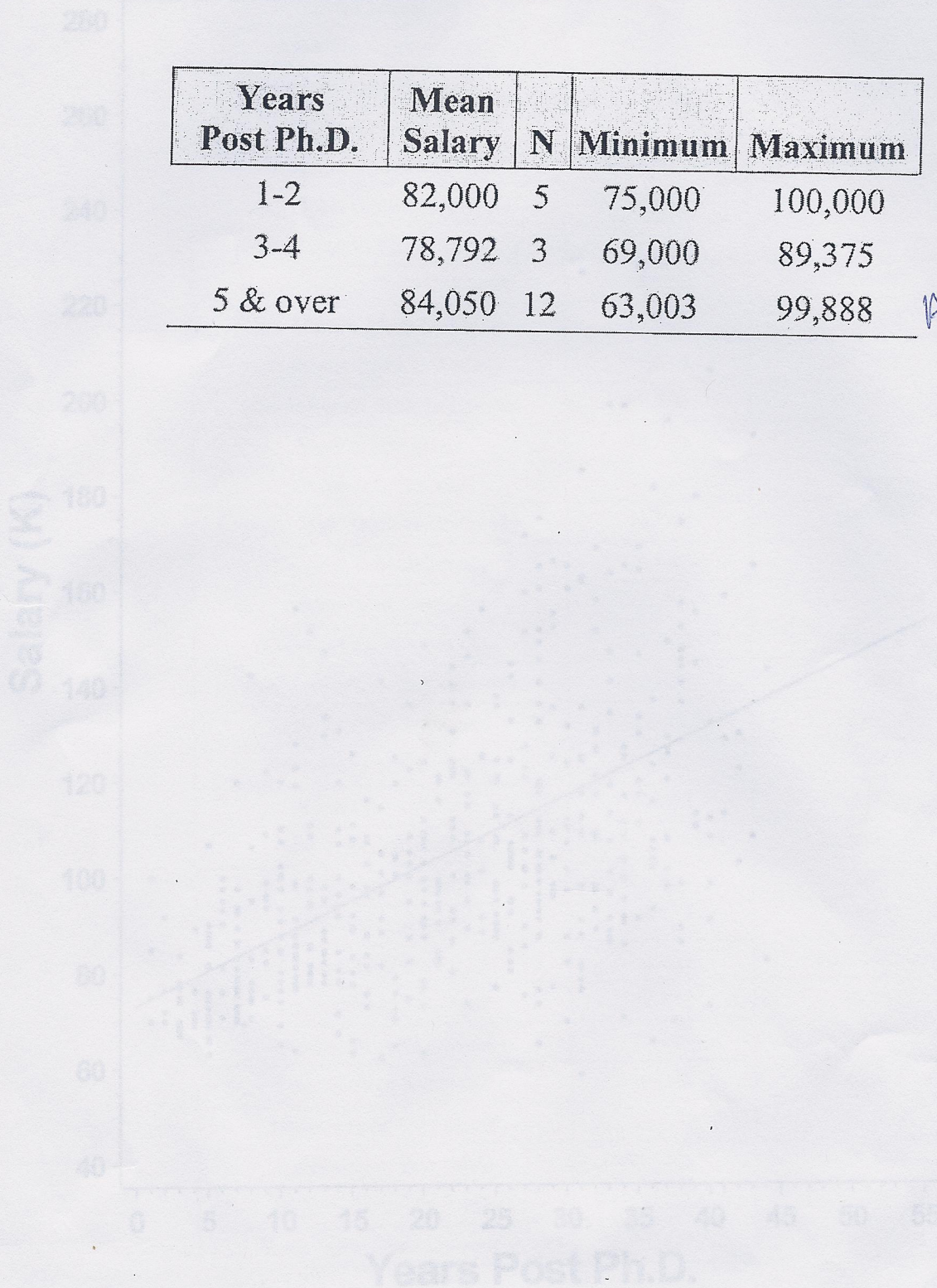
Meeting adjourned at 6:00 PM.

Elina Niño

**Summary of 2010-2011 Starting Salaries
Based on Assistant Professor Salaries and Years Post Ph.D.**

Years Post Ph.D.	Mean Salary	N	Minimum	Maximum
1-2	82,000	5	75,000	100,000
3-4	78,792	3	69,000	89,375
5 & over	84,050	12	63,003	99,888

Anomaly

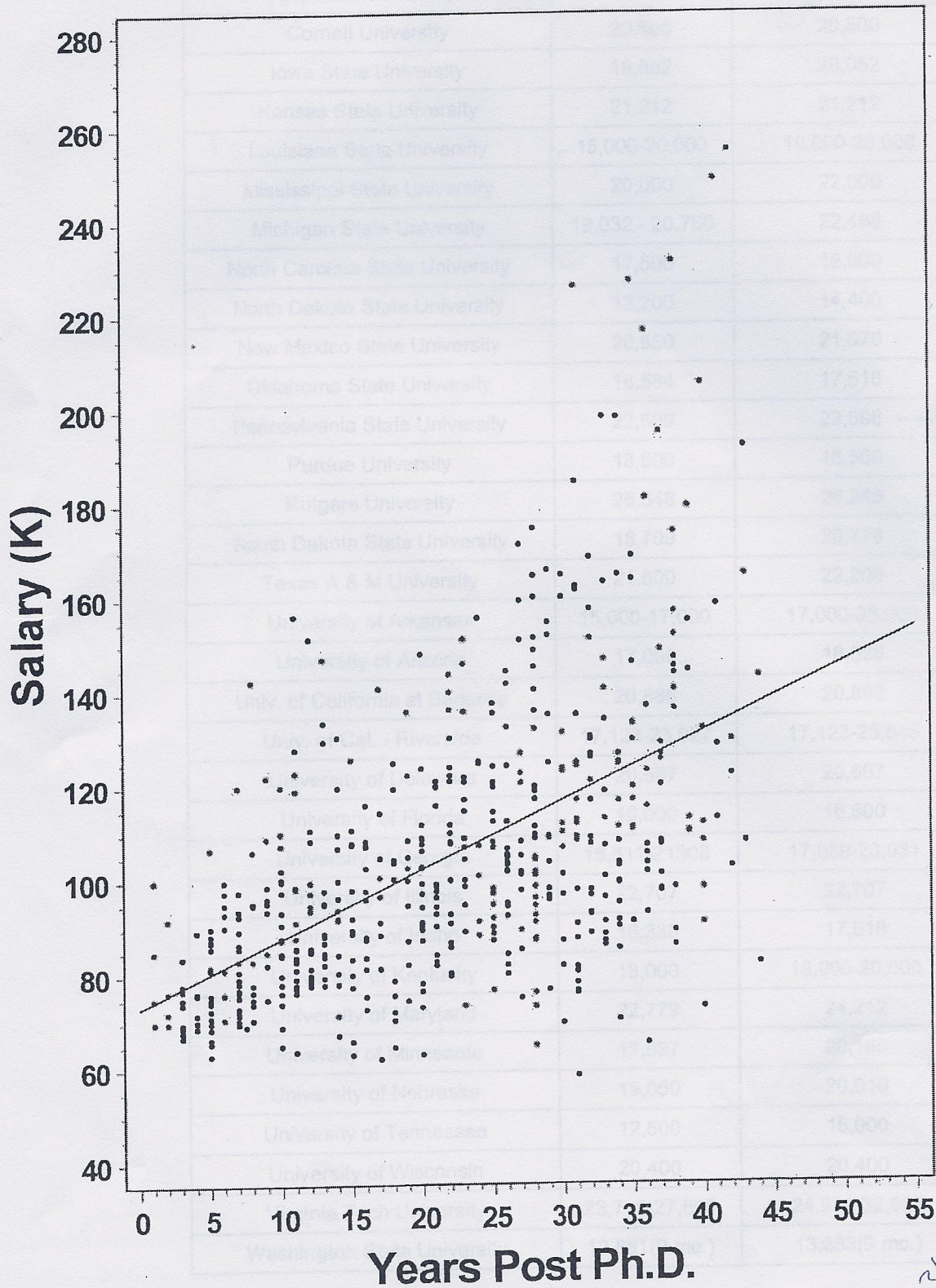


Data points off graph: 1 with 30-yr. Post Ph.D., starting salary \$94,000
1 with 24-yr. Post Ph.D., anomaly salary \$70,000

Only Assistant Professors with a Ph.D. and less than 2 years in rank are included in this analysis.

2010-2011 Faculty Salaries

National Data



*75-100 students
↳ 25 y. go into
Entomology*

*in 36 depts.
20-30/year*

Data points off graph: 1 with 30 yrs. Post Ph.D., annualized salary \$315,000
1 with 24 yrs. Post Ph.D., annualized salary \$330,000

Annual Assistantship Salaries 2010-2011

<i>Institution</i>	<i>M.S. Salary</i>	<i>Ph.D. Salary</i>
Auburn University	22,955	24,600
Colorado State University	17,904-19,308	20,076-21,480
Clemson University	16,000-20,000	18,000-30,000
Cornell University	20,800	20,800
Iowa State University	18,852	20,052
Kansas State University	21,212	21,212
Louisiana State University	15,000-20,000	16,000-28,000
Mississippi State University	20,000	22,000
Michigan State University	19,032 - 20,760	22,488
North Carolina State University	17,500	19,000
North Dakota State University	13,200	14,400
New Mexico State University	20,550	21,070
Oklahoma State University	16,584	17,510
Pennsylvania State University	22,509	23,598
Purdue University	18,500	18,500
Rutgers University	26,348	26,348
South Dakota State University	16,709	20,778
Texas A & M University	21,600	22,200
University of Arkansas	15,000-17,000	17,000-35,000
University of Arizona	17,098	18,525
Univ. of California at Berkeley	20,886	20,886
Univ. of Cal. - Riverside	17,123-23,927	17,123-25,846
University of Delaware	20,667	20,667
University of Florida	16,000	16,500
University of Georgia	15,811-21308	17,089-23,031
University of Illinois	22,707	22,707
University of Idaho	16,338	17,618
University of Kentucky	18,000	18,000-20,000
University of Maryland	22,779	24,212
University of Minnesota	17,927	20,165
University of Nebraska	19,050	20,010
University of Tennessee	12,500	15,000
University of Wisconsin	20,400	20,400
Virginia Tech University	23,718-27,690	24,834-32,802
Washington State University	12,861(9 mo.)	13,653(9 mo.)

→ \$100,240.89

THE CHRONICLE

of Higher Education

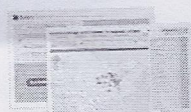
Faculty

Home News Faculty



April 11, 2011

Faculty Salaries Vary by Institution Type, Discipline



SALARY EXPLORER: See Faculty-Salary Data for More Than 1,300 Colleges

STORY: Experience Doesn't Always Pay

DATABASE: Search the Results of the AAUP Survey

Where Professors Earn the Most	
Average salaries, 2010-11	
Highest-paid full professors, all private institutions	
Harvard U.	\$193,800
Columbia U.	\$191,400
U. of Chicago	\$190,400
Stanford U.	\$188,400
Princeton U.	\$186,000
Highest-paid full professors, all public institutions	
New Jersey Institute of Technology	\$158,700
U. of California at Los Angeles	\$153,700
U. of California at Berkeley	\$149,100
U. of Michigan at Ann Arbor	\$146,900
U. of Maryland at Baltimore	\$144,800

Note: The figures cover full-time members of the instructional staff except those in medical schools. The salaries are adjusted to a standard nine-month work year.

Source: American Association of University Professors

Average Salaries of Full-Time Faculty Members, 2010-11								
	All institutions		Public		Private, independent		Religious	
	Salary	1-year change	Salary	1-year change	Salary	1-year change	Salary	1-year change
Doctoral institutions								
Professor	\$127,296	1.8%	\$118,054	1.3%	\$157,282	2.4%	\$131,374	1.9%
Associate professor	\$84,686	1.4%	\$81,266	1.0%	\$99,404	2.8%	\$89,329	1.8%
Assistant professor	\$72,893	2.1%	\$69,777	1.6%	\$86,189	3.0%	\$75,488	2.6%
Instructor	\$48,812	1.4%	\$46,300	0.9%	\$59,419	3.8%	\$62,954	3.3%
Lecturer	\$55,520	--	\$53,154	--	\$63,960	--	\$55,913	--
No rank	\$65,148	--	\$56,767	--	\$73,336	--	\$70,651	--
All	\$92,468	1.7%	\$86,653	1.2%	\$114,661	2.5%	\$95,432	2.2%
Master's institutions								
Professor	\$91,998	0.9%	\$89,808	0.5%	\$101,290	1.8%	\$91,225	1.7%
Associate professor	\$72,469	1.1%	\$71,516	0.8%	\$76,311	1.5%	\$71,400	2.0%
Assistant professor	\$61,056	1.3%	\$60,612	1.2%	\$63,574	1.6%	\$59,692	1.6%
Instructor	\$45,336	0.4%	\$43,772	-0.2%	\$51,195	1.2%	\$49,025	2.8%

Average Salaries of Full-Time Faculty Members, 2010-11								
Lecturer	\$50,195	--	\$49,309	--	\$56,151	--	\$52,468	--
No rank	\$56,470	--	\$54,756	--	\$63,549	--	\$57,012	--
All	\$71,121	1.0%	\$69,620	0.8%	\$77,223	1.6%	\$70,793	1.7%
Baccalaureate institutions								
Professor	\$87,835	1.1%	\$84,398	0.2%	\$99,976	1.4%	\$74,970	1.1%
Associate professor	\$68,042	1.3%	\$68,996	1.1%	\$73,804	1.5%	\$61,304	1.2%
Assistant professor	\$56,425	1.3%	\$57,544	0.8%	\$60,234	1.5%	\$51,875	1.4%
Instructor	\$46,475	1.1%	\$47,282	1.0%	\$48,636	0.4%	\$44,090	1.8%
Lecturer	\$52,118	--	\$51,014	--	\$58,146	--	\$42,095	--
No rank	\$58,818	--	\$48,755	--	\$63,893	--	\$49,213	--
All	\$68,047	1.3%	\$65,199	0.6%	\$76,487	1.5%	\$60,759	1.3%
Two-year institutions with academic ranks								
Professor	\$73,869	0.1%	\$74,092	0.1%	\$57,200	--	--	--
Associate professor	\$61,391	0.5%	\$61,469	0.4%	\$57,744	--	--	--
Assistant professor	\$54,094	0.2%	\$54,307	0.3%	\$44,351	--	--	--
Instructor	\$46,905	-0.7%	\$47,072	-0.7%	\$35,400	--	--	--
Lecturer	\$52,931	--	\$52,943	--	\$43,187	--	--	--
No rank	\$40,687	--	\$40,501	--	\$27,255	--	--	--
All	\$60,353	0.1%	\$60,532	0.1%	\$50,142	--	--	--
Two-year institutions without academic ranks								
All	\$57,517	0.3%	\$57,603	0.3%	--	--	--	--
All institutions with academic ranks								
Professor	\$110,488	1.4%	\$105,780	1.0%	\$131,589	2.2%	\$95,163	1.7%
Associate professor	\$77,365	1.2%	\$76,242	0.8%	\$84,648	2.2%	\$71,969	1.6%
Assistant professor	\$65,257	1.5%	\$64,711	1.3%	\$71,014	2.1%	\$59,183	1.8%
Instructor	\$47,143	0.9%	\$45,701	0.3%	\$53,585	2.4%	\$49,683	2.5%
Lecturer	\$53,556	--	\$51,747	--	\$61,890	--	\$52,073	--
No rank	\$61,574	--	\$54,886	--	\$70,423	--	\$64,428	--
All	\$81,009	1.4%	\$78,294	0.9%	\$94,619	2.1%	\$72,776	1.8%

Note: Dollar figures are based on data from 1,319 institutions; percentage changes are based on data from 1,191 institutions that reported comparable data for both years. As a result, the percentage changes refer to a different set of dollar figures than those shown. Percentages are not adjusted for inflation. Dollar figures do not reflect all pay reductions caused by unpaid furloughs attributed to the recession. The figures cover full-time members of the instructional staff, except those in medical schools. The salaries are adjusted to a standard nine-month work year. A dash indicates that no data were reported.

Source: American Association of University Professors

Presidential Pay Rose Faster Than Full-Time-Faculty Salaries						
	Presidential Salary			Full-time-faculty salary		
	Average increase	Average 2007-8	Average 2010-11	Average increase	Average 2007-8	Average 2010-11
Public institutions						
Doctoral	12.3%	\$353,207	\$388,995	5.6%	\$75,938	\$80,156
Master's	12.7%	\$229,026	\$256,477	5.7%	\$62,050	\$65,685
Baccalaureate	9.5%	\$189,482	\$207,787	6.5%	\$55,719	\$59,222
Two-year	10.5%	\$172,696	\$190,306	4.5%	\$55,151	\$57,530
All Institutions	11.5%	\$234,150	\$259,238	5.4%	\$62,183	\$65,551
Private institutions						
Doctoral	20.7%	\$457,934	\$582,661	7.2%	\$85,924	\$91,783
Master's	21.9%	\$255,158	\$308,960	6.6%	\$63,694	\$67,902
Baccalaureate	10.3%	\$232,820	\$255,893	4.9%	\$59,336	\$62,240
Two-year	--	--	--	--	--	--
All Institutions	14.4%	\$249,442	\$286,897	5.7%	\$61,804	\$65,310

Note: The table includes only those institutions providing all data in both years. Presidential salary includes base plus supplemental cash payments. Faculty salary includes all ranks. Private category includes both independent and religiously affiliated institutions. There were too few private associate institutions to generate valid separate statistics, but those institutions are included in the totals. The average increase is the mean of all increases in the category and is not based on the average-salary figures here.

Source: American Association of University Professors



Penn State CFS Community Garden

Testimonials

- "My work with the garden has had a huge impact on sustainability at Penn State, such as making the garden a permanent structure by installing a new chain-link fence and making invaluable cross-college connections." *Risa Stacey Lisle (president, 2011 & intern, 2010)*
- "Having this leadership experience has also made me more competitive for other opportunities, including earning an EPA fellowship that now supports my doctoral research." *Franklin Egan (president, 2009-2010).*
- "There is no doubt that my leadership role in the development of the Penn State Community Garden has been as asset to both securing and succeeding in the workplace." *Clare Wagner (vice president 2007-2008)*

A Sustainable Leadership Opportunity

Are you passionate about sustainable agriculture and looking for a way to make a positive contribution to sustainability at Penn State? **The Center for Sustainability Community Garden Club is now recruiting student leaders for our 2012 growing season!**

The field of urban and community agriculture is growing strong and there is demand for individuals with real experiences in community led agriculture projects. We are currently looking for graduate and undergraduate students to fill positions as garden president, vice president, treasurer or secretary. Responsibilities for these officer positions include organizing garden membership, overseeing the maintenance of the garden during the growing season, and planning workshops and educational events. Serving as a garden officer is excellent opportunity to build leadership and communication skills, make connections with student and faculty leaders across campus, and help foster a greener Penn State and State College community. Note: the president position also comes with the possibility of a small stipend.

If you are interested in contributing to the leadership of our Community Garden, please contact our current president, Stacey Lisle, at rs15040@psu.edu.

WWW.PSUCOMMUNITYGARDEN.ORG