

Summer Advisory Committee Report 2024

Faculty Senators:

Steven Binz (Henson)

Memo Diriker (Perdue)

James Fox (Seidel)

Bart Talbert (Fulton)

Joerg Tuske (Faculty Senate VP)

Mia Waldron (CHHS)

Emily Zerrener (Library)

Chair of Faculty Financial Oversight Committee:

Tim Dunn

At the May 7, 2024 Faculty Senate meeting, the SAC received the following charge:

Resolved, that the Faculty Senate charge its Summer Advisory Committee (SAC) to work with the Provost's Office over Summer 2024 to gather the data needed to make specific recommendations and address concerns brought up in the April 23rd and May 7th Faculty Senate meetings regarding a number of compensation issues. These include, at a minimum, compensation for Summer, Winter, and overload courses; compensation for Chairs and Program Directors; and retirement eligibility for FTNTT faculty. The SAC will provide that data to the Senate by the first meeting in September 2024.

Based on this charge, the SAC met three times with Provost Couch:

1. Meeting (6/26/2024, 10am via Zoom, all Senators, Tim Dunn, Provost Couch, Tara Smith)

In this meeting we discussed what data we would need to answer the following questions:

- a) What is the cost of overloads and summer/winter courses?
- b) What would it cost either to increase compensation or change to a different compensation model?
- c) What does GA compensation cost and how much would it be to increase compensation?

- d) How much does FTNTT compensation cost and how much would it be to provide FTNTT Faculty with more benefits, PIN lines and longer contracts?
- e) What does Chair and Program Director compensation cost and what other models of compensation exist?

The Provost was asked to gather the relevant data.

2. Meeting (7/24/2024, 2pm, HH 248, all Senators, Tim Dunn, Provost Couch, Dean Clifton Griffin, Associate Provost Jessica Clark, Tara Smith)

- a) Provost Couch provided an overview of SU's budget projections which have since been shared with the Faculty via updates from the President and Provost.
- b) Dean of the Graduate School, Clifton Griffin, shared data (attached) on Graduate Assistant stipends. A 3% increase (in line with COLA/Merit) would cost SU around \$14,000 per semester.
- c) Associate Provost, Jessica Clark, shared data (attached) on converting FTNTT to state PINs. There was a long discussion about the different options and their implications for hiring FTNTT Faculty.

3. Meeting (8/27/2024, 2pm, HH 248, all Senators, Tim Dunn, Provost Couch, Tara Smith)

- a) Provost Couch shared data (attached) on adjunct and overload compensation.
- b) It was decided to investigate different models of compensation.
- c) Generating data takes time and we still do not have the data required for Chair and Program Director compensation. For this reason, we will ask the Senate to create an ad hoc committee consisting of one Faculty Senator from each unit plus the Chair of the FFOC to continue this work.

FY 24			
DEPARTMENT	PT	FT	STIPENDS
Academic Achievement Center	0	2	\$4,635.00
Admissions	0	1	\$4,635.00
Athletics	0	10	\$4,635.00
BEACON	0	2	\$4,800.00
Biology	0	9	\$5,635.00
CADR	0	2	\$6,695.00
Campus Recreation	0	2	\$4,635.00
Career Services	0	1	\$4,800.00
Center for Entrepreneurship	0	2	\$4,635.00
Counseling Center	0	1	\$4,635.00
CSA	0	2	\$4,635.00
CtEY-AP Grant	0	2	\$5,000.00
Dean of Professional Studies	0	1	\$4,635.00
Disability Resource Center	0	1	\$4,635.00
Economics	0	1	\$4,635.00
Educational Diversity	0	1	\$4,635.00
Educational Leadership	0	1	\$4,635.00
English	0	5	\$7,500.00
Event Services	0	1	\$4,635.00
Fitness and Wellness	0	1	\$4,635.00
GIS	0	2	\$4,635.00
Housing	0	1	\$4,635.00
Literacy Studies	0	2	\$5,000.00
Maggs Center	0	1	\$4,800.00
Management & Marketing	0	1	\$4,635.00
MSDE-ECMHC	0	1	\$4,635.00
Multicultural Affairs	0	1	\$4,635.00
Nabb Center	0	3	\$4,635.00
NSF Grant	0	1	\$6,695.00
Nursing	1	0	\$2,317.50
ODI	0	1	\$4,635.00
Orientation Programs	0	2	\$4,635.00
PACE	0	1	\$5,000.00
Perdue	0	1	\$4,635.00
SBDC	0	1	\$4,635.00
Seagull Century	0	3	\$4,635.00
SGA	0	4	\$4,635.00
Shady Grove HHPF	0	1	\$4,635.00
Sim Center	1	4	\$2,600/\$5,200
Social Work	2	0	\$2,317.50
Sports Information	0	2	\$4,800.00
Student Conduct	0	2	\$4,635.00
The Hub	0	1	\$4,635.00
Training Center	0	1	\$4,800.00
TRIO Grant	0	3	\$4,635.00
University Center	0	2	\$4,635.00

Stipends at USM/Peer Schools	
SU	\$4,635
UMCP	\$12,769
Towson U.	\$6K - Masters
UMBC	\$6,776 - Masters
Radford U.	\$4,500
Kutztown U.	\$2,500-3,750
Millersville U.	\$3,000
William Patterson	\$3,000

Minimum Stipend – 3% Increase		
Number of FT Positions	57	\$7,925.85
Number of PT Positions	3	\$ 208.59
TOTAL per semester		\$8,134.44

All GA Stipend – 3% Increase			
Starting Stipend	# of Positions	Increase	Total Increase
\$2,317.50	3	\$69.53	\$208.58
\$2,600.00	1	\$78.00	\$78.00
\$4,635.00	57	\$139.05	\$7,925.85
\$4,800.00	7	\$144.00	\$1,008.00
\$5,000.00	5	\$150.00	\$750.00
\$5,200.00	4	\$156.00	\$624.00
\$5,635.00	9	\$169.05	\$1,521.45
\$6,695.00	3	\$200.85	\$602.55
\$7,500.00	5	\$225.00	\$1,125.00
TOTAL per semester			\$13,843.43

SU – GA Total Compensation

Min Stipend - \$4,635 X 2 = \$9,270

Tuition Remission – FY 25 = \$436 X 18 hours = \$7,848

Total minimum compensation available = \$17,118

@ 15 weeks/semester and 20 hours/week = \$28.53/hour

Updated Cost Implications of Converting FT-NTT Faculty to State PINs

Financial implications of converting our current full-time non-tenure track (non-PIN) faculty to PIN lines, including various benefit scenarios. This conversion would impact 28 faculty members across various departments and colleges. Here's a breakdown of the potential costs:

1. Current Total Salary Expenditure: (including SS and unemployment): \$2,136,294.11
2. Potential New Total Costs (depending on retirement plan and health insurance options):
 - 7.25% buyout: \$2,291,175.43
 - ORP Retirement Plan:
 - With Single Health Insurance: \$2,608,907.75
 - With Employee/Spouse Health Insurance: \$2,901,451.75
 - With Family Health Insurance: \$3,066,007.75
 - State Teacher Retirement Plan:
 - With Single Health Insurance: \$2,873,264.65
 - With Employee/Spouse Health Insurance: \$3,234,352.65
 - With Family Health Insurance: \$3,437,464.65
 - State Employee Retirement Plan:
 - With Single Health Insurance: \$2,975,992.03
 - With Employee/Spouse Health Insurance: \$3,337,080.03
 - With Family Health Insurance: \$3,540,192.03
3. Potential Increases:
 - Minimum increase with benefits (ORP with Single Health): \$472,613.64 (22.1% increase)
 - Maximum increase (State Employee with Family Health): \$1,403,897.92 (65.7% increase)

4. College-specific Implications:

The largest impacts would be in CHHS and the Perdue School, particularly for higher-salaried positions.

College-specific Implications:

CHHS (College of Health and Human Services): 11 faculty

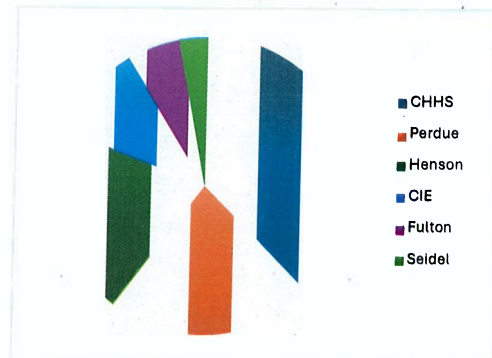
CIE (Center for International Education): 3 faculty

Fulton School: 2 faculty

Henson School: 7 faculty

Perdue School: 4 faculty

Seidel School: 1 faculty



Cases of Adjunct and Overload Compensation Fall 2022 to Spring 2024

School/College	Department/School	Fiscal Year 23			Fiscal Year 24		
		Adjuncts	Overload Faculty	Total Comp	Adjuncts	Overload Faculty	Total Comp
CHHS	NURS - Nursing	29	20	\$ 198,352.00	11	14	\$ 54,988.00
	NURS - DNP	3	10	\$ 31,697.00	2	12	\$ 27,069.00
	SHS - Exercise Science	1	7	\$ 30,300.00	2	9	\$ 28,952.00
	SHS - Fitness and Wellness	6	2	\$ 55,764.00	6	0	\$ 56,542.00
	SHS - Health Science	0	4	\$ 8,919.00	1	3	\$ 27,146.00
	SHS - HHP	4	3	\$ 13,271.00	3	3	\$ 43,612.00
	SHS - Med Lab Science	0	0	\$ -	5	3	\$ 32,094.00
	SHS - Public Health	0	1	\$ 2,186.00	0	4	\$ 12,882.00
	SHS - Respiratory Therapy	9	2	\$ 144,150.00	8	1	\$ 90,024.00
	SHS - Sports Medicine	0	1	\$ 1,143.00	0	0	\$ -
	SWK - Social Work	26	6	\$ 209,026.00	29	9	\$ 238,587.00
	SWK - Online MSW	12	7	\$ 123,105.00	13	9	\$ 127,489.00
	TOTAL	90	63	\$ 817,913.00	80	67	\$ 739,385.00
	Fulton	Art	4	9	\$ 65,943.00	5	7
Communication		12	4	\$ 153,619.00	12	2	\$ 144,132.00
Conflict Analysis & Dispute Resc		2	2	\$ 17,542.00	3	3	\$ 39,196.00
English		5	9	\$ 82,517.00	9	6	\$ 95,708.00
Environmental Studies		5	2	\$ 50,809.00	1	2	\$ 17,358.00
History		8	7	\$ 111,653.00	8	7	\$ 146,324.00
Interdisciplinary Studies		5	3	\$ 27,641.00	5	3	\$ 33,964.00
Modern Languages		10	4	\$ 109,153.00	9	4	\$ 109,656.00
Music/Music Production		8	4	\$ 62,152.00	7	5	\$ 73,303.00
Philosophy		1	0	\$ 4,224.00	1	2	\$ 13,325.00
Political Science		2	3	\$ 14,651.00	2	3	\$ 14,132.00
Psychology		1	15	\$ 29,038.00	0	15	\$ 27,319.00
Sociology		0	3	\$ 8,607.00	0	4	\$ 2,924.00
Theatre & Dance		3	3	\$ 31,869.00	5	5	\$ 54,699.00
TOTAL	66	68	\$ 769,418.00	67	68	\$ 840,453.00	
Henson	Biology	0	24	\$ 135,948.00	1	28	\$ 126,592.00
	Chemistry	2	13	\$ 64,527.00	0	15	\$ 35,041.00
	Computer Science	2	7	\$ 47,151.00	1	9	\$ 95,463.00
	Geography & Geosciences/Onlir	3	17	\$ 115,138.00	3	15	\$ 73,499.00
	Mathematics	1	17	\$ 70,442.00	2	15	\$ 99,294.00
	Physics	0	8	\$ 34,621.00	0	8	\$ 32,494.00
	Urban and Regional Planning	1	1	\$ 15,499.00	1	1	\$ 15,238.00
	TOTAL	9	87	\$ 483,326.00	8	91	\$ 477,621.00

Cases of Adjunct and Overload Compensation Fall 2022 to Spring 2024

Honors	2	55	\$ 60,004.00	4	56	\$ 56,200.00
TOTAL	2	55	\$ 60,004.00	4	56	\$ 56,200.00
Perdue						
Accounting & Legal Studies	5	1	\$ 87,132.00	5	2	\$ 101,227.00
Economics	2	0	\$ 7,648.00	2	0	\$ 11,472.00
Info Systems & Operations M	7	5	\$ 84,885.00	5	2	\$ 62,130.00
Management	11	0	\$ 76,958.00	14	2	\$ 89,551.00
Marketing	4	0	\$ 28,900.00	4	1	\$ 26,763.00
Finance	5	0	\$ 41,516.00	5	0	\$ 36,054.00
Online MBA	1	5	\$ 36,900.00	2	5	\$ 39,300.00
TOTAL	35	11	\$ 363,939.00	37	12	\$ 366,497.00
Seidel						
Early & Elem Education	16	6	\$ 120,732.00	18	6	\$ 162,606.00
Education Leadership	10	5	\$ 91,863.00	19	4	\$ 80,819.00
Literacy Studies	6	6	\$ 59,817.00	5	8	\$ 78,130.00
Secondary & Physical Education	3	9	\$ 51,357.00	5	7	\$ 59,115.00
Field Experience	42	9	\$ 125,243.00	37	7	\$ 111,960.00
TOTAL	77	35	\$ 449,012.00	84	32	\$ 492,630.00
HEC-Cecil						
General	13	1	\$ 57,217.00	10	2	\$ 44,920.00
TOTAL	13	1	\$ 57,217.00	10	2	\$ 44,920.00
HEC-Chesapeake						
General	11	1	\$ 21,982.00	10	1	\$ 45,261.00
TOTAL	11	1	\$ 21,982.00	10	1	\$ 45,261.00
ESHEC						
General	7	0	\$ 32,688.00	9	1	\$ 47,892.00
TOTAL	7	0	\$ 32,688.00	9	1	\$ 47,892.00
RHEC-Hagerstown						
General	12	1	\$ 58,373.00	12	1	\$ 34,585.00
Public Health	0	1	\$ 2,186.00	0	0	\$ -
TOTAL	12	2	\$ 60,559.00	12	1	\$ 34,585.00
RHEC-Southern Maryland						
General	9	0	\$ 27,327.00	11	0	\$ 42,854.00
TOTAL	9	0	\$ 27,327.00	11	0	\$ 42,854.00
RHEC-USG						
HHP	4	2	\$ 12,973.00	2	2	\$ 13,465.00
Exercise Science	0	3	\$ 6,423.00	0	3	\$ 6,855.00
Graphic Design	1	1	\$ 4,444.00	1	1	\$ 6,137.00

Cases of Adjunct and Overload Compensation Fall 2022 to Spring 2024

	5	6	\$	23,840.00	3	6	\$	26,457.00
TOTAL								
SU-UMGC Joint Programs	0	2	\$	5,811.00	7	5	\$	61,900.00
Social Work								
TOTAL	0	2	\$	5,811.00	7	5	\$	61,900.00
English Language Institute	8	1	\$	14,452.00	7	0	\$	30,318.00
ELI								
TOTAL	8	1	\$	14,452.00	7	0	\$	30,318.00
General	1	3	\$	11,820.00	1	2	\$	3,184.00
TOTAL	1	3	\$	11,820.00	1	2	\$	3,184.00
GRAND TOTAL	345	335	\$	3,199,308.00	350	344	\$	3,310,057.00