

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Faculty Welfare Committee Findings on Chair Compensation

SENATOR PROPOSING MOTION: Elizabeth Ragan

SENATOR SECONDING MOTION: Brian Flores

MOTION (this section alone will be recorded in the minutes):

Resolved, That the Faculty Senate accept the following recommendations from the Faculty Welfare Committee, as stated: We recommend that the final two modifications suggested by former Associate Provost Wilkens and endorsed by former Provost Olmstead be implemented. The items are as follows:

1. We recommend allowing chair compensation to increase during a chair's three-year term as indicated by the modifiers of student credit hours taught by the department and full-time equivalent faculty supervised. A stipulation should be included that during the 3-year term of the chair, the compensation will not decrease, even if modifiers would indicate that the compensation should decrease. To accomplish this, the University would need to calculate the number of SCHs and FTEF supervised annually, and use these numbers to calculate a chair's stipend. If a chair continues after the 3-year term is complete, then the chair stipend should be recalculated based on the modifiers, and compensation could go down at that time. We recommend that this be implemented by the Fall 2024 semester requiring inclusion in the FY25 budget process.

The FWC believes that this would reward chairs who are doing substantial work in getting students into their courses/major. This should cost the university a minimal amount.

2. We recommend modifying the chair compensation so that when a return-to-base adjustment is made (30% after year 3 and 70% after year 6) the return to base is not treated as part of the chair compensation. As such, the chair compensation should be calculated as before and paid entirely on a contractual basis with the return-to-base being in addition to the chair stipend. This policy should stipulate that the return-to-base policy should only be allowed for the first two 3-year terms (if an individual is chair for more than 6 years) but individuals will continue to receive the full value of the chair stipend for as long as they serve as chair. We recommend that this be implemented by the Fall 2024 semester.

The FWC believes that this policy change would increase equity as the current policy is punitive for chairs who occupy the position for more than 3 years. This policy change would cost the University c. \$25,000 (2019 numbers).

We would like to add a third recommendation, based on the 2019 study.

3. The base chair salary, along with the amount paid for SCH and FTEF, should be increased proportionally if Merit or COLA pay are given to faculty at SU.

We would also like to make two other recommendations, based on the 2018 Chairs FLC.

4. We recommend that a methodology of calculating a chair's teaching download be created for Salisbury University. The Deans/School directors can have some latitude in this, but there should be a transparent method to calculate the teaching download for chairs that the Dean/School director can then use as a starting point to make the final decision. We recommend that this be completed by the Fall 2025 semester.

5. We recommend that the Faculty Senate work with the Provost's office to create a way to recognize chair service toward promotion to full professor. One possibility might be adding a "fourth" leg of leadership (besides teaching, service, and professional development) for promotion, where a chair or former chair applying for promotion would need to show evidence in three of the four categories (Towson University does something like this). A second possibility would be allowing chairs to count some of their work as chair toward professional development. For example, a chair who completes an Academic Performance Review has arguably completed and published a peer-reviewed research document and could submit that work toward the professional development section of their promotional packet. There may be more possibilities here, but there should be some way for a chair or former chair to use some of their work as chair toward promotion.

JUSTIFICATION:

Employees of Salisbury University should be fairly compensated for services rendered.

ANTICIPATED IMPACT:

Negative: None.

Positive: SU employees will be fairly compensated for services rendered.

Is this a recommendation to the Provost? Yes No

Is this a recommendation to someone else? No Yes, to SU President

VOTE: Number of Senators Present:

Motion Passes or Fails: