

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Creation of an Ad hoc Committee on Faculty Pay and Benefits

SENATOR PROPOSING MOTION: Steven Binz

SENATOR SECONDING MOTION:

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

Resolved, that the Faculty Senate create an Ad Hoc Committee on Faculty Pay and Benefits to continue and extend the work of the 2024 Summer Advisory Committee (SAC) on the charge given to it at the May 7 Faculty Senate meeting. The committee shall consist of one Senator from each Unit, plus the chair of the Faculty Financial Oversight Committee (FFOC) or another representative from that committee.

The ad hoc committee shall create a report that includes all relevant information provided by the Provost, a prioritized list of recommendations on how to address concerns related to pay and benefits including, but not limited to, compensation for Summer, Winter, and overload courses; compensation for Chairs and Program Directors; and retirement eligibility for FTNTT faculty, a justification of the order of priority, and a recommendation on how to ensure these issues are addressed in a timely and fiscally responsible manner. In writing the report, the ad hoc committee shall seek input from all interested parties, in particular FTNTT faculty.

The ad hoc committee shall provide a final report to the Faculty Senate President no later than March 18, 2025. If the final report is not submitted during the Fall 2024 Semester, then an initial report detailing progress and information gathered shall be submitted to the Faculty Senate President by December 3, 2024.

JUSTIFICATION: It is in the interest of all faculty to ensure that concerns related to pay and benefits are resolved, and that faculty have a say in the order in which they are addressed. The conversation that was started over the summer was productive, as the Provost and her team provided the SAC with a substantial amount of data and is working on getting the rest under difficult circumstances. Creating an ad hoc committee of senators to continue the work will reduce the workload of the Faculty Senate and keep the working group small enough that it can work effectively.

ANTICIPATED IMPACT:

Negative: None

Positive: This committee will create recommendations on how to address our concerns related to pay and benefits and how to ensure our concerns are addressed in a timely manner.

Is this a recommendation to the Provost? Yes____ No__X__

Is this a recommendation to someone else? No Yes, to _____

VOTE: Number of Senators Present: Motion Passes or Fails: