

To: Salisbury University Faculty Senators From: Faculty Welfare Committee (FWC)

Date: 3/25/2023

Re: Special Session Compensation

As part of the faculty senate motion approved on May 17, 2022, a model that described how faculty teaching summer/winter sessions would be compensated (referred to hereafter as special session compensation) was submitted for inclusion in the Salisbury University faculty handbook. As part of the motion, the Faculty Welfare Committee (FWC) was given a charge to explore with the administration the current status of this policy and report any proposed updates to the Faculty Senate by the last meeting in March, 2023.

Background

The model for special session compensation included in the May 2022 motion was the model that had been included in the previous version of the faculty handbook (hereafter referred to as Model A). This model bases the compensation of faculty in special sessions on (1) the number of students, and (2) a percentage of the tuition money the students are paying to take the course. In discussions with Provost Karen Olmstead, the FWC learned that the University stopped using this model in 2015. According to Provost Olmstead, this decision was made by an administrator who has since left the school. This decision seems to have been driven by the concern that Model A paid instructors substantially more than if the same course was taught as an overload course during fall or spring semesters. A new model (hereafter referred to as Model B) was put in place where faculty were paid a set amount per student per credit hour. For example, for a four-credit class, faculty were paid \$557/student (approximately \$139/student/credit hour). For each student in the course, the faculty would receive an additional \$557 in compensation for the first 10 students. For every student after the first 10 students, the faculty would receive an additional \$116 for a four-credit course (\$29/student/credit hour). The FWC is unable to determine who came up with this model. Still, Model B has been used for special session compensation since 2015 with no modifications whatsoever (no change in compensation due to cost of living, merit, etc.). It is our understanding that Model B was not brought to the faculty senate for discussion at the time. In 2017, Provost Olmstead realized that Model B was being used, and that it did not match what was in the faculty handbook, and made the faculty senate aware of the issue. In the fall of 2019, the provost, associate provost, and members of the FWC held a meeting where options for special compensation were discussed. No progress was made on this issue from that time until Spring 2022, in a large part, due to the COVID-19 pandemic.

Methodology

The FWC and Provost Olmstead started to exchange emails discussing this issue in the fall semester of 2022. Due to some other work assigned to the FWC, we asked to set up a meeting

Olmstead spoke of her misgivings about Model A, as no other faculty compensation is based on the amount of tuition students pay to take that course. Provost Olmstead also mentioned that when Model A was initially put in the faculty handbook, all special session tuition was set aside in a special fund and may have been considered “extra” money for the University. Now, all tuition from special sessions goes directly into the university budget, and is not set apart from other institutional funds. The FWC asked the Provost to provide some data regarding these special sessions. In particular, we asked if data could be provided as to how much tuition was brought in during these special sessions, and how much of tuition went to pay faculty and how much went to the University. In addition, we asked the Provost to update Model B to include cost of living adjustments in order to more accurately compare it to Model A. We met again with the Provost in late February 2023, where she provided the information we requested (see Appendix of report), and we discussed the positive and negative aspects of both models.

Appendix

**10 Year Summary of Special Session Tuition/Faculty
Compensation**

Fiscal Year	Total revenue	Recorded expenses*	Net recorded revenue
2013	\$ 3,976,804	\$ 2,009,015	\$ 1,967,789
2014	4,091,390	1,672,610	2,418,780
2015	3,549,381	1,559,689	1,989,692
2016	4,432,717	1,978,695	2,454,022
2017	4,876,277	1,503,819	3,372,458
2018	4,494,018	1,457,573	3,036,445
2019	4,235,512	1,288,288	2,947,224
2020	5,083,740	1,338,055	3,745,685
2021	4,885,551	1,477,401	3,408,150
2022	5,008,933	1,437,699	

Comparison of Model B, Overload, and Model A

4-credit ug course	Enrollment					
	8	10	15	25	30	35
Based on formula/table in current special session contract	\$ 4,454	\$ 5,568	\$ 6,148	\$ 7,308	\$ 7,888	\$ 8,468
Based on formula/table in current special session contract escalated for COLAs since April 2019	\$ 5,164	\$ 6,455	\$ 7,127	\$ 8,472	\$	