

April 23, 2024

The regular business meeting of the Faculty Senate was held on Tuesday, April 23, 2024 at 3:30 pm in Holloway Hall 119. The Senate President was in the chair and the Secretary was present. The minutes of the last meeting were approved.

Provost Laurie Couch made announcements.  
The Senate President made announcements.

The minutes of the April 9 meeting were approved as written.

The designated Senator for the Promotions Committee wanted to prepare a new motion regarding the compensation of faculty. A chair's report is appended to these minutes but was not discussed.

After debate and amendment, the MOTION on overload compensation proposed by Senator Talbert PASSED. The associated report is appended to these minutes.

Resolved, That the Faculty Senate accept the following recommendations from the Faculty Welfare Committee, as stated: It seems wrong and is inequitable that someone teaching a class on overload during the fall/spring semester would receive less for teaching this class than during the summer/winter semesters. We recommend increasing overload pay to match what is paid during summer/winter semester. We feel that this is the equitable thing to do. The FWC hoped to obtain data that would give us an idea of the monetary value of this proposed change. We were unable to get this data, and thus cannot give a number to the Faculty Senate on how much this recommendation would cost.

If there is opposition to linking overload pay to the number of students in each overload section of a course (similar to what summer/winter course aides do), the Faculty Senate should have the Faculty Welfare Committee use past data to determine the average pay for summer/winter courses per credit, and have the Faculty Welfare Committee make the change. Raising overload pay will only be equitable if compensation for adjunct faculty is increased. We recommend that the Faculty Welfare Committee and the Provost's Office will link the SAC during summer 2024 and the FWC in the fall semester to produce the data regarding the cost of the proposed recommendations.

Meeting was adjourned at 4:57 pm

David Keifer, Secretary  
Written 04/24/2023

Approved May 7, 2024.

# Promotions Committee Report - Guidance for Early Application for Promotion in Rank

Alexander Halperin

March 2023

## 1 Faculty Senate Charge

Review the current policies on Tenure and Promotion in the Faculty Handbook and crafting specific recommendations for situations (if any) in which a faculty member can apply for early tenure and/or promotion. If the Committee feels they should consult with the Academic Policies Committee (APC) while crafting recommendations, they should do so and notify the Faculty Senate President of this decision. The Committee will report its recommendations by the April 23, 2024 Faculty Senate meeting. The report is due to the Faculty Senate President by 4/16/2024.

## 2 Promotions Committee Determination

On March 14, 2024, the Promotions Committee voted 9 to 0 to suggest the following guidance to the Faculty Senate.

A Faculty member may choose to seek approval to apply early for Promotion to the next rank (e.g., from Assistant to Associate Professor). To meet approval for early application for promotion, a Faculty member should consult the Chair/Director of their department/school and receive formal written approval from

1. A majority of the department/school Tenure and Promotion Committee,
2. The Chair/Director of the department/school, and
3. The Dean of the school/college.

Letters from each of the above three entities should be sent to the Provost, who makes the final decision about whether the Faculty member may apply for promotion early. If any of the above three entities does not provide a letter of support, then the Faculty member may not apply for promotion early.

Early promotion should occur rarely, in cases where a Faculty member has produced extraordinary work or requires promotion to fulfill an urgent need (e.g., the prerequisites for an administrative position).

### 3 Promotions Committee Members

Donna Ritenour, ATTR, 23{26, CHHS

Adam Ho man, POSC, 23{25, At-Large (for Fulton)\*

Alexander Halperin (Chair), MATH, 22{25, Henson

Starlin Weaver, SCED/PHEC, 21{24, At-Large (for Perdue)\*

Althea Pennerman, ECED/ELED, 22{24, Seidel

Seth Friese, CHEM, 21{24, At-Large

Elsie Walker, ENGL, 23{26, At-Large

Charisse Chappell, PSYC, 23{25, At-Large/Alternate

Asif Shakur, PHYS, 23{26, At-Large/Alternate

Designated Senator: Mary DiBartolo



Chair Compensation:





*Graduate Assistantships:*

*Program Director Compensation:*

Closing Thoughts