#### 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 c i ee e cie ia f ea l a lica i f e e i A ch he a cia ed 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 co e a i d e e gge ha he P office use past data to determine the average pay for summer/winter courses per credit, and ffice ha he Fac I Se a e a d he P k ge he cha ge elada a ch this value. Raising overload pay will only be equitable if compensation for adjunct faculty is e d ha hi al i c ea ed a ch We ec cc The P Office ill 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

# 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 specic crecommendations 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 nal 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 ful II 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

<u>Chair Compensation:</u> The FWC reached out to former Associate Provost Rich Wilkens and current Assistant Provost Jessica Clark to obtain information about a chair compensation study that had been completed in 2019 by Associate Provost Wilkens, which studied chair compensation at different dy

The FWCbelieves that this would reward chairs who are doing substantial work in getting students into their courses. 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. The 30% and 70% return-to-base should be calculated based on the average chair stipend during the 3-year term. 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 FWCbelieves that this

<u>Graduate Assistantships:</u> With the formation of the new Graduate School, we recommend that a comprehensive review be done by the Graduate School to determine the compensation and duties of graduate assistants. Once this data is collected, we recommend that a discussion be had on how to make assistantships equitable.

#### Program Director Compensation:

Resource office complete a comprehensive study to determine the duties, the teaching download, and the monetary stipend given to all program directors. After this study is completed, we recommend that a consistent policy on how to calculate the stipends for the program directors be developed and implemented. For program directors who are overseeing an entire department (similar to an academic chair), a policy should be considered where part of the dir

#### Closing Thoughts

With regard to overload and chair compensation, we have reviewed and discussed these items and feel that these items should be acted on quickly by the Faculty Senate. We feel that for

data to make substantive recommendations at this time, and thus our recommendation is for studies to be completed regarding these issues.

Faculty Welfare Committee

Ani Mathers, Christina Camillo, Echo Leaver, Douglas Dewitt, Matt Bailey (Chair)