



4. **Continued research regarding PIN lines:**

Due to the lack of clarification from the HR Director for USM, individual USM institutions were contacted for research regarding PIN lines. Specifically, the schools were asked: 1. If they have PIN lines for FTNTT faculty? and 2. When are FTNTT faculty eligible for retirement?

5. **Results of research regarding PIN lines:**

**The results were that very few schools differentiate between PIN lines and non-PIN lines for FTNTT faculty.** The 3 schools that currently use PIN lines are: Salisbury, University of Baltimore, and University of Maryland Global Campus. It was also noted that UBalt and UMGC have PIN lines, but all faculty receive a PIN line when hired. Salisbury is the only institution that uses PIN lines where FTNTT faculty are not eligible for a PIN until year 6, and only if a PIN line is available.

It was also discovered that there is a vast difference among the schools regarding retirement for FTNTT faculty. However, **most USMs have FTNTT faculty eligible for retirement on the date of hire.** This includes: Towson, UBalt, UMB, UMBC, UMCP, UMES, UMGC, UMCES, and UMSG.

**It should be noted that 2 of the most rural schools- Frostburg and Salisbury have the worst retirement eligibility for FTNTT faculty.** *At SU, FTNTT faculty must wait until year 6 for a PIN and if a PIN isn't available then their salary is increased by 7.25%. While there is an increase in salary commensurate with retirement contributions, healthcare, prescription, and dental subsidies are not the same. FTNTT faculty without a PIN pay more for these coverages than FTNTT faculty with a PIN. Also, without a PIN, FTNTT faculty are not accruing any time toward healthcare retirement benefits.*

Similarly at Frostburg, at year 6, FTNTT faculty are eligible for a 7.25% increase but they also do not get the same subsidies- only 75% is covered for health, prescription versus 80% for other employees. Also, FTNTT faculty must pay the full amount for dental coverage. Unlike SU, Frostburg FTNTT faculty are never eligible for retirement.

important to note that Frostburg advertises FTNTT faculty positions with in the job posting. The Benefits specialist also has a summary sheet that details these limited benefits that the departments pass along to candidates. The Benefits Specialist explains this to employees and they receive a copy of the policy. This does not currently occur at Salisbury University.

0.004 792 reW\*nBT/ Tf1 0 0 1 296.23 1702 170.57e56.740.00000912 0 612 792 re381 143.66 142.94

The attached Excel spreadsheet details the results of this research.

0.004 792 reW\*nBT/ Tf1 0 0 1 296.23 1702 170.57eW\*n425

6. **Writing of Faculty Handbook Section pertaining to FTNTT faculty:**

7. **Areas within the Draft Language where substantial edits were included:**

The following areas were edited within the draft language which was submitted to the committee:

1. Provided definition for FTNTT faculty
2. Clarified Hiring Procedures for FTNTT faculty
3. Established the use of contracts, letters, and memorandums of understanding to communicate clear expectations of/to FTNTT faculty
4. Defined criteria and procedures for promotion of FTNTT faculty including a timeline for the process
5. **Identified FTNTT faculty as** compensated under the Regular Payroll System (RG) with associated benefits such as being eligible for payroll deduction for health benefits and retirement plans (SRPS and ORP) on their start date.

8. **Placement of Faculty**

2. **Including FTNTT faculty** as part of the Regular Payroll System (RG) with associated benefits such as being eligible for