<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)