

Faculty Senate Minutes March 10, 2005

Senators Present: David Bailey; Jim Carter; Steven Cuvelier; Peggy DeMers; Stacey Edmonson; Mark Frank; Mary Gutermuth; Marsha Harman; Deborah Hatton; David Henderson; Joan Hudson; Gerald Kohers; Paul Loeffler; Holly Miller; Philip Morris; Valerie Muehsam; Debra Price; Gary Smith, Patricia Williams.

Senators Absent: Christopher Baldwin (professional conflict); Jim DeShaw (professional conflict); Lady Jane Hickey (illness); Joe Kirk (professional conflict); Tom Kordinak (professional conflict); Bill Lutterschmidt (professional conflict); Chris White (professional conflict).

Chair Harman called the Faculty Senate to order at 3:30 p.m.

The first order of business was a report from Chair Mark Frank of the University Affairs Committee on faculty overload assignments and compensation.

Chair Frank noted that currently the average rate of pay for an overload assignment for a tenure/tenure track faculty member is \$2,027 and that overload pay rates across the University range from a minimum of \$500 to a maximum of \$4,000. (Source is Semester Report created for the Office of Provost/VPAA, Spring 2005.) Chair Frank also reported that overload compensation had been set at a relatively low rate in the past to discourage faculty members from taking overloads but that with the recent growth in student enrollment at SHSU it has been administrators, not faculty members that have been willing to utilize overload assignments.

The University Affairs Committee also concluded that the current university policy on overload compensation under Academic Policy Statement 810701 is too general with respect to payment rates (in particular please note section 1.02). Although this policy strongly discourages the use of overloads, and strongly encourages the use of compensation in the form of future release time, it provides little guidance for cases where monetary compensation must be used. The current policy states only that “overload pay logically may be set at a figure less than a rigid prorationing of salary.”

Consequently, the University Affairs Committee recommended that the University establish specific guidelines for faculty overload compensation and in instances where compensation in the form of future release time is not possible, recommended that faculty members be compensated at one-eighth of the faculty member’s salary, but under no circumstances at less than \$6,000 for each undergraduate overload course and at an amount larger than this for each graduate course overload assignment.

The University Affairs Committee noted that \$6,000 equates to a value of approximately one-eighth the average salary for full-time tenure/tenure track faculty, and roughly double the per-course average salary of an adjunct faculty member.

After some discussion, the Faculty Senate voted to accept this report and its recommendations and to transmit the recommendations to Provost Payne.

The Faculty Senate then engaged in discussion concerning the current policies and compensation levels of Adjunct Faculty concluding that a review of policies and compensation levels for Adjunct Faculty is probably needed although no specific action was taken by the Faculty Senate with regard to this particular issue.

Chair Harman then addressed the current policy of student resignations from courses during a semester. After reviewing some data concerning the timing of student resignations, the Faculty Senate concluded that there was general satisfaction with current policy on this matter.

Chair Harman then suggested that some attention should probably be paid by the Faculty Senate to the current levels of stipends awarded for promotion and that possibly some increase in promotion stipends should occur. After some discussion, the Faculty Senate generally agreed, although no specific action was taken on this issue.

Committee on Committee Chair Gerald Kohers reported that the annual university wide Faculty Senate Survey would be available to the general faculty soon and that Senators should remind and encourage their respective faculties to return the surveys in a timely manner.

Chair Harman reminded Senators that all University personnel are required to take the on-line EEOC course and that they should remind their respective faculties of that requirement as well.

The Faculty Senate adjourned at 4:45 p.m.

Respectfully submitted by Jim Carter