

Faculty Committee Meeting
October 25, 2017
3:30-4:30pm, South Shepler 623

Present: Edris Montalvo, Wendy Whitman Cobb, Abdulhamid Sukar, Doug Catterall, Sheila Youngblood, Mary Penick

Meeting called to order by Edris Montalvo at 3:34pm.

1. Approval of Minutes

Abdulhamid Sukar motions to approve minutes, Doug Catterall seconds. Minutes adopted.

2. Adjunct vs. Overload Pay

a. Update and where to go from here

VPAA found two departments that have a high level of overloads; may be because of faculty attrition. Still waiting on data regarding how much in benefits are paid on top of the per credit hour pay. Committee members expressed concern over the low overload pay. Committee discussed gathering more data regarding overload pay at peer institutions and revise the recommendation in terms of pay scale variation and overload pay. Committee considering the following rate recommendations: doctorate/masters overload, \$675 per credit hour; bachelors overload, \$525 per credit hour; doctorate/masters adjunct, \$750 per credit hour; and bachelors adjunct, \$550 per credit hour.

3. Service Leave

a. Update

Doug Catterall and Edris Montalvo are continuing to work on language to supplement the leave policy.

4. Post-Tenure Review for Dean Level and Above

a. Request from VPAA to discuss solution

Post-tenure review as currently outlined does not fit the duties of those faculty members holding the position of dean or above. Committee discussed recommending the stoppage of post-tenure review once the tenured faculty member enters an administrative or non-teaching position. Question is how to define that in terms of teaching responsibilities. Committee will examine the post-tenure review processes of peer institutions and develop language that positions where teaching is less than half time or not required will have post-tenure review suspended.

5. Proposed Elections Committee

Proposed committee with one member from Graduate and Professional Studies, one from Arts and Sciences, and one from Teaching and Learning where each member serves a three year, staggered term. In the first year, a member would learn the elections process, help in the second year, and run it in the third year. Elections Committee would report to Rules Committee who would need to approve election results. One alternative would be

to recommend that members on the Rules Committee serve three year terms and run the election. Upon reading Faculty Senate Constitution, this does not fall in the purview of Faculty Committee but rather Rules Committee. Faculty Committee tables the issue.

6. Faculty Compensation Rates

Has been several years since faculty compensation rates at the department level have been reviewed to determine whether associates are making less than assistants and whether full professors are making less than associates. There may also be some departments where instructors make more than assistants. Committee agrees the review should proceed at the departmental level.

7. Other Business

8. Doodle Poll for Next Meeting

9. Adjourn

Edris Montalvo adjourned the meeting at 4:33pm.