

The Faculty and Academic Affairs Committee: 2012-2013 CHARGES

Charge	Background	Committee Recommendation
<p>Faculty Senate charge #120831: Definition of Faculty: Does the current definition prevent academic departments from limiting who can vote on departmental matters? In other words, does the designation of “voting member” apply only to university-wide matters or does it also mandate that subsets of the university follow this designation?</p>	<p>The University Handbook contains the following definitions:</p> <p>Section 1. Definition of Faculty All members of the instructional staff, the administrative officers, and professional librarians constitute the faculty of the University of Southern Indiana.</p> <p>Section 2. Voting Members All members of the faculty holding academic rank, except those on temporary or part-time assignment, constitute the voting members of the faculty.</p> <p>Section 3. Associate Members All members of the faculty not included in Section 2 above are associate members of the faculty, with all membership privileges except that of voting. One year temporary and special part-time faculty are associate members of the faculty.</p> <p>Occasionally, departments are required to determine matters under departmental review by voting. In some departments, there are significant numbers of contract faculty who, by the above definition, are ‘voting members of the faculty’ with respect to university-wide elections. However, these faculty often have roles that limit their participation in the major – many teach only non-major courses and do not advise majors in that department. The question becomes, then, whether these individuals can be excluded from voting on matters involving the curriculum or advising within the major. For example, the development of advising centers will require each department to decide what criteria determine when students can leave the advising center and be advised by faculty in their major. Should this decision be made by all voting members of each department as defined in the Handbook, or, at the discretion of the department, can the vote be limited to the tenure-line faculty who have teaching and advising experience within the major?</p>	<p>The Faculty and Academic Affairs Committee views the definition of “Voting Members” of the faculty, as stated in the University Handbook, to apply to University matters. It is the position of the Faculty and Academic Affairs Committee that the definition of voting members, as it applies to departmental matters, resides with the department. Given the significant variability in departmental size and constitution, individual departments may use discretion in determining who has voting rights in exclusive department matters.</p>

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<p>Faculty Senate charge #110816: Summer Advising Compensation: Develop a program through which summer advising is conducted by a cadre of willing faculty who are paid at a rate consistent with their efforts.</p>	<p>Most faculty contracts run from late August to early May (~9 months). Advising during the summer is done outside of faculty contractual obligations. While this is the case, there is considerable pressure on faculty to conduct these summer advising sessions. For departments that are small or have a small number of faculty that advise, the pressure to man these sessions is greater. The current rate of pay for these efforts amounts to \$10 per hour before taxes if the faculty advisor gives 5 hours each day. This rate is not worth giving up a Friday and Saturday of the summer for most academic advisors who aren't under any contractual obligation to do this work. Additionally, for many faculty the summer months are the only time during which research can be conducted. Expecting those same faculty members to give up their valuable research and family time in the summer for this purpose is not a fair expectation.</p>	<p>The Faculty and Academic Affairs Committee support the increase of summer and weekend advising compensation to be equal to the daily salary of the faculty member. This daily rate would be pro-rated based on the number of hours the faculty advised off-contract (weekends and summer hours). Currently the off-contract advising compensation is \$10.00 per hour which has not kept up with inflation, nor is it equal to daily faculty salaries.</p>
<p>Faculty Senate charge #121022: Summer Faculty Teaching Load. A limit of 6 hours per summer term can prevent faculty members in some disciplines from teaching two courses. Although that limit could be raised to 8 hours, there really is a question over whether a limit of this type is needed at all. Faculty earnings outside the normal 9 months are limited to 2/9ths of the 9 month salary. It would simplify summer scheduling and payment to faculty if the only limitation on faculty teaching for the summer terms would be the 2/9ths limitation. The desired outcome would be the complete elimination of the requirement to limit faculty teaching time to 6 hours per summer term and instead rely on only the 2/9ths salary constraint to limit the amount of teaching a faculty member can do over the course of the summer.</p>	<p>Current policy per handbook: Summer term teaching assignments for nine or ten month faculty members are remunerated at the rate of 2.5 percent per credit hour computed on the previous academic year's base salary. Full time, 12 month administrative employees are remunerated for their summer term teaching based on the current, published adjunct and overload rates. Classes being taught must be outside of their normal work schedule. The maximum salary that can be earned during the summer term is 30 percent of the academic year base salary. The maximum number of hours compensated during any one summer session is six. Summer session salaries are paid on the regular monthly payroll schedule.</p>	<p>The Faculty and Academic Affairs Committee supports eliminating maximum summer teaching load policies for full-time members of the University of Southern Indiana faculty. This body recommends that arbitrary limits on faculty teaching load in the summer, such as those noted in charge #121022, are unnecessary and create possible complications in course scheduling for academic departments who offer individual courses that exceed three credit hours. The Faculty and Academic Affairs Committee, while supporting faculty summer teaching without limits, strongly encourages department chairs and college deans to support and enact the equitable assignment of summer courses across all levels of full-time faculty rank.</p>