

MEMORANDUM

TO: President Edward T. Foote II
FROM: *X* George C. Alexandrakis *GCA*
Chairman, Faculty Senate
DATE: January 25, 1991
SUBJECT: Faculty Senate Legislation #90003(D) -
Resolution on Part-time, Overtime Teaching Compensation

The Faculty Senate, at its meeting of November 26, 1990, voted to approve Faculty Senate Legislation #90003(D) - Part-time, Overtime Teaching Compensation. The text of the legislation is as follows:

All approved programs shall pay not less than 8.75% of base nine-month academic salary per three-credit course that is taught by University faculty as an overload for summer session or as part-time during intersession.

This resolution requires no action on your part.

2/1/91

*George,
Part approval.
Let's talk.*

GCA

GCA/b

cc: Provost Luis Glaser

CAPSULE:

Faculty Senate Legislation #90003 (D) - Resolution on Part-time, Overtime Teaching Compensation

RESPONSE BY THE PRESIDENT:

DATE: 2/1/91

APPROVED: No STJ

OFFICE OR INDIVIDUAL TO IMPLEMENT OR PUBLISH: _____

EFFECTIVE DATE OF LEGISLATION: _____

NOT APPROVED AND REFERRED TO: _____

REMARKS (IF NOT APPROVED): _____



February 2, 1993

Professor George C. Alexandrakis
Department of Physics
326 Knight Physics Building

Dear George:

Part-time, Overtime Teaching Compensation

It came to our notice, as per the attached correspondence, that the President did not approve the proposed Senate legislation on part-time, overtime teaching compensation. In his note to you, Tad suggested that you and he discuss the matter.

We have the feeling that we ought to move on this subject, and I write to ask what is your recollection of any suggestions from the President as to how the matter might be handled?

Many thanks.

Yours sincerely,

A handwritten signature in cursive script that reads "W.J. Whelan".

William J. Whelan
Chair, Faculty Senate

WJW/ca

Attachments

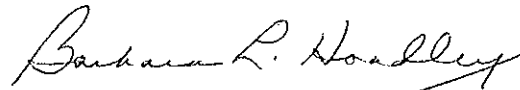
Discussion of Part-time/Overtime Pay Scale

The Council discussed the establishment of a uniform pay rate for overload and part-time instruction. It was *moved* and seconded that a resolution of the Council is that no program shall be approved unless the rate of pay for University faculty is 8.75% per three-credit course that is taught as an overload for summer session or as a part-time effort during intersession. No program will be approved unless such provision is made in its budget and in the letter of budget approval from the Provost. The *motion carried*. Professor Wilson will inform Dean Wilson that the proposed budget for the Master of Arts in Liberal Studies should reflect the 8.75% pay rate and should be included in the letter of budget approval from the Provost.

Proposed Librarian Faculty Legislation

Professor Seiler presented the proposed changes in the Bylaw legislation. Section 3.4 was amended by deleting the boldfaced phrase "include a justification and". Section 6.2, paragraph two was amended by deleting "electronic media and" rephrasing the sentence to read "technical reports and other forms of publication"... Paragraph 3 was amended by deleting the phrase "development of national professional standards". The first sentence in Section 9.6.2 was amended to read "The file of each candidate". It was *moved* and seconded to present the amended draft to the Senate at its January meeting following the vote of the faculty. The *motion carried*.

The meeting adjourned at 6:00 p.m.



Barbara L. Hoadley
Secretary to the Faculty Senate



Executive Vice President and Provost

M E M O R A N D U M

November 6, 1987

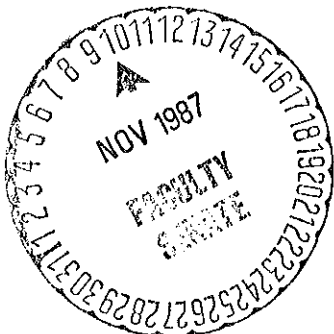
TO: Dr. John Knoblock
Chairman, Faculty Senate

FROM: Luis Glaser
Executive Vice President
and Provost

SUBJECT: Fringe Benefits for Part-time Faculty

It would appear that individuals who teach a full course load should have an appointment which allows them to have fringe benefits. For this purpose, I think we need to define a full load and a title. For the moment, I would suggest that the title be as an adjunct faculty member, being fully cognizant of the fact that these titles may change in the future, and that a full load be defined as 18 credits taught in the two regular semesters. Bear in mind in considering these numbers, that these individuals do not have other responsibilities to the University and to expect them to teach 3 courses per semester is not unreasonable.

LG:nh



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Budget Review and Finance Committee

Professor Eckstein, Co-Chair of the Budget Review and Finance Committee, reported that during the last meeting of the University Budget Committee and the Faculty Senate Budget Review and Finance Committee they received a document with a list of items that were going to be incorporated in the Strategic Plan for 1994-1997. The list included increases in tuition, compensation raises but no real increase percentages for health care. The Strategic Plan would also include an increased number of freshmen in most of the years, an increase in financial aid and this would make permanent the increase in the SAT scores of entering freshmen of approximately 20 points, a continuing contingency fund of \$2.1M and a retention rate the same as 1992. The need to analyze the cost of recruiting students, the University's financial ability to be a Category I institution, the problem of deficits in some schools and the problem of adding graduate programs were discussed.

Future of the Graduate School

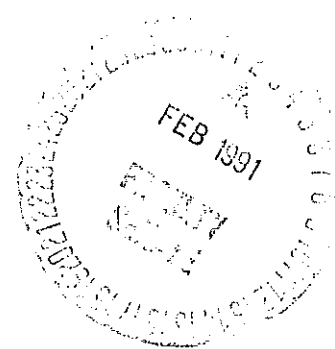
Professor Baden reported on a meeting between the Senate ad hoc Committee and a subcommittee of the Graduate Council. The Council agreed on the need to elect the Graduate School Dean in accordance with established procedures. It was *moved* and seconded that the suggestion made by the Provost in his memorandum of February 27 of tying the position to that of the Senior Vice-Provost is incompatible with the provisions of the *Faculty Manual* and the Council reaffirmed its support for the selection process for deans. The *motion carried*.

Proposal to Increase Faculty Overload Rates

The School of Business has requested an adjustment of the overload rates established eight years ago which are equivalent to the stipend for teaching one additional course. The Senate passed legislation (F.S. Legislation #90003-D) on overload rates which are to be paid at summer session rates. An overload was defined as pay for an assignment over and above the standard departmental requirements. It was agreed to include in the next Council agenda a discussion of overload rates.

Proposal to Create a Post-doctorate Degree

The Chairman informed the Council that the School of Business was against the proposal for a post-doctorate degree. Professor Jury, member of the Distinguished Faculty Award Committee, supported the idea and made a counterproposal for a Doctor of Arts and Sciences, D.A.Sc. The School Council from the Medical School had not responded to the proposal. The School Council of the College of Engineering offered a mixed response. The



Edward T. Foote II
President

M E M O R A N D U M

January 31, 1991

TO: George C. Alexandrakis

FROM: Edward T. Foote II

Enclosed are the following recent Faculty Senate proposals with my decisions as shown:

1. Faculty Senate Legislation #89012(B) - Amended
Deadline for Adding and Dropping Courses
Approved.
2. Faculty Senate Legislation #89013(A)
Establishment of Librarian Faculty Category
Approved and forwarded to the Board of Trustees
via its Academic Affairs Committee.
3. Faculty Senate Legislation #90002(B)
Proposed Master of Arts in Liberal Studies Degree
Approved and forwarded to the Board of Trustees
via its Academic Affairs Committee.
4. Faculty Senate Legislation #90003(D)
Resolution on Part-Time, Overtime Teaching Compensation
Not approved.

ETF:LLS
cc: Luis Glaser
Enclosures

President's Report

The Provost reported, on such matters as the recruitment efforts for next Fall, a request to the State for \$9.5M for lost revenue and other damages from the hurricane suffered by the School of Medicine, indirect cost recovery caps, funding for the North-South Center, the possibility of a new law school in the State, major planning efforts at the Medical School and health care.

Approval of Minutes

The Guidance Center item in the minutes of February 22 Faculty Senate meeting was corrected by deleting "Their annual evaluations ... ". The process for granting merit increases and the promotion process are correctly defined in legislation approved on February 22. *The corrected minutes were approved.*

Matters Arising from the Minutes

Professor Woshinsky asked about reports circulating regarding the reduction of salaries of faculty at the Medical School. The Provost confirmed that the salaries of clinical faculty have been cut 10% and the pre-clinical salaries have been frozen for 1993-94. Professor Awad gave his interpretation of the proposed cuts. The Chairman reported that the basic science faculty will discuss the situation with the Dean today.

Overtime Teaching Compensation

Professor Knoblock explained the purpose of Faculty Senate Legislation #90003(D). The Provost related the President's feeling that each school should devise its own guidelines for compensating part-time and overtime teaching. The Provost suggested that the Academic Deans' Administrative Council should discuss the legislation at its April 7 meeting. The proposed legislation was modified to read: "All approved programs... taught as an overload during the academic year or taught during summer session or intersession." *The amended legislation was approved with one abstention.*

Misconduct in Research

Provost Glaser suggested that the current federal guidelines be adopted, and that simultaneously a committee should be appointed for one year to develop rules with a more streamlined process to deal with professional conduct in general. Mr. Dee noted that a

committee dealing with misconduct in science or scientific fraud in many ways acts in parallel with the Committee on Professional Conduct through the initial stages of investigation. He suggested that, in instances where federal money is involved or where regulations require, the committee dealing with the misconduct or fraud would act, otherwise the Committee on Professional Conduct would handle the matter. Professor Knoblock explained his opposition to the merging of the two committees. It was *moved* and seconded to adopt the present draft policy, agreed to at a meeting with Mr. Dee, Ms. Augenstyn, Professor Harrison, Professor Knoblock, and Vice Provost Rubin, until the Senate has an opportunity to read the proposed policy at the April 26 Senate meeting. The Chair in consultation with the Provost will examine the issue of coordinating the functions of the Professional Conduct Committee and any Scientific Misconduct Committee. The *motion carried*.

Inappropriate Faculty Titles

Professor Green presented the issue of using the title of "adjunct" for full-time faculty. Following discussion, it was *moved* and seconded to request the Provost to report to the Senate in April on the status of full-time adjunct faculty, outside the School of Medicine, and how their situation might be normalized. The *motion failed* by a vote of 11 in favor, 15 opposed, with 2 abstentions. It was *moved* and seconded to request the Provost to make a report on the adjunct faculty status at the first Senate meeting in the Fall. The *motion carried* by a vote of 22 in favor, 5 opposed, with 1 abstention.

Annual Report on Admissions

Professor Carmen Ortiz-Butcher, Chair of the Academic Standards Committee, distributed the Annual Report on Undergraduate Admissions and a dissenting report from two members of the committee. She corrected page 5, first paragraph, next to last sentence by reversing the words "higher" and "lower". Professor Jane Connolly summarized the Committee's primary findings and its recommendations. Professor Kim Oller presented the rationale behind the dissenting report. The Provost indicated that student quality has improved and this year's entering class is the third most qualified ever enrolled. He stated that the enrollment targets are based on historical patterns and financial aid strategies. He indicated that cutting admissions by thirty students in the lower categories would result in a significant budget reduction and other means should be considered for covering the deficit. Following discussion, it was *moved* and seconded to accept the report and its recommendations. The report was inclusive of the dissenting report. The *motion carried*. It was *moved* and seconded to send a copy of the report to the Chairman of the Board of Trustees, via the President, with a request for representatives of the Committee to make an oral presentation of the report to the appropriate committee of the Board. Each of the deans will receive a copy of the report at the next Academic Deans' Policy Council meeting,

10-12-90

The Senate Council, at its meeting of November 12, approved the following motion as a permanent resolution regarding new programs:

No program shall be approved unless the rate of pay for University faculty is 8.75% per three-credit course that is taught as an overload, for summer session or as part-time during intersession. No program shall be approved unless such provision is made in its budget and in the letter of budget approval from the Provost.