

Report of Ad Hoc Committee on Pay and Benefits

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Committee members:

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Charge

The Ad Hoc Committee shall create a report that addresses the section headed "Questions/Data that we have not yet received or requested" from the report submitted to Faculty Senate on May 6, 2025, by the original Ad Hoc Committee for Faculty Pay and Benefits. In writing the report, the ad hoc committee shall seek input from all interested parties, including but not limited to FTNTT faculty, the Provost's Office, and the Administration & Finance Office. The ad hoc committee shall provide a final report to the Faculty Senate President no later than April 7, 2026.

Report

The Ad Hoc Committee met during AY25-26, including with the VP of Administration and Finance, to address these issues. We also contacted Senate Chairs at twenty-one regional comprehensive universities and asked them to complete a survey about how department chairs and school directors are compensated. We believe the following recommendations should be included in ongoing discussions about the budget.

Issue 1

SU pays its portion of FTNTT health insurance premiums by paying USM (or the state?) a lump sum for all employees who do not have PIN lines. This amount is determined months before the start of a fiscal year. Therefore, moving all FTNTT faculty to PIN lines would increase SU's insurance costs significantly on a one-time basis. The administration is unsure how USM calculates these payments, so it is possible these payments would decrease over time if SU had fewer employees in that system. If those lump sum payments would go down if we moved FTNTT faculty to PIN lines, then this would partially offset the costs listed in our first priority above. The administration said they would look into it but we have not met again so we do not know if they were successful.

Response

We are one of only two USM institutions that does not offer benefits to FTNTT. We begin with this statement because we echo the conclusion of the original Ad Committee (report dated May 6, 2025) that this issue is a moral imperative and a fundamental issue of equity and justice. No discriminatory treatment is one of the core values of SU. FTNTT faculty should not be treated any differently from TT faculty. However, currently, FTNTT are deprived of retirement benefits, flexible spending accounts for dependent care and health care, as well as the ability for their health care costs to be paid from pre-tax money through payroll contributions, as all other campus members pay theirs.

Our meeting with the VP of Administration and Finance illuminated the challenges of converting contingent positions to PIN, including the EEOC requirement that jobs be posted with a competitive search. The 28 individuals in C2 positions did not initially compete for their jobs. A question was raised about offering benefits to C2 positions instead of converting them, but there is some concern that this could incentivize the university to hire more FTNTT rather than tenure-track faculty.

The VP of Administration and Finance has offered to put together a plan for either converting C2 positions to PIN or to offer benefits to C2. Given the complexity of these proposed solutions, the committee feels the Faculty Senate needs to discuss these options to select the best course of action. If the Faculty Senate determines the best course of action is to offer benefits to C2 faculty, it seems imperative that these benefits should also be offered to C2 staff.

Issue 2

We do not know how much our proposed model for overload and special session pay would cost as the administration is still trying to compile the data required to see how much it would have cost in the past.

Response

We requested special session contracts with pay table starting from 2021-2026 (winter and summer) from the Provost's office. Please see the attached Excel spreadsheet that has pertinent information. Worksheet titled, "Before 2023 update" contains the pay scale for special session pay for undergraduate courses. Worksheet titled, "2023 update" contains the pay scale for winter and summer of 2024 and 2018 pay scale for graduate and doctoral courses. Using this information, we developed a simple formula to propose special session pay. Please refer to the worksheet titled, "20256 Ad-hoc Proposal". The model is simple. Change the per credit hour rate and the table will update automatically.

Special session pay is extra revenue generated to the university solely due to the teaching done by faculty during summer and winter. Considering what other peer institutions pay their special sessions, our recommendation would be to develop a simple formula as

$(\$ \text{ credit hour tuition} \times \text{ number of credit hours} \times \text{ number of students}) \times 60\%$

This would be equitable across all departments and schools. Faculty are compensated fairly in this model due to the extra effort that they devote in teaching in the special sessions. Without faculty teaching these special session courses, the university receives no income.

Issue 3

The administration asked us to see how other universities compensate Chairs and Directors. We have not received replies from all of the institutions we contacted and therefore we have not yet given those models to the administration for them to calculate how much they would cost.

Response

We sent a brief survey to 21 regional comprehensive institutions, including five within the USM, and only received four responses (two from USM schools).

The survey asked respondents to

1) Describe how department chairs are compensated:

The four schools reported that during the academic year, department chairs receive course releases that typically results in a 2/2 load (versus 4/4). Compensation varied. One department chair with 11-15 faculty members receives \$3250 for the academic year and the equivalent of one 3-credit course during the summer. Another reported a \$5000 stipend, with summer compensation depending on enrollment. A third respondent listed department chair compensation as \$12,000. The fourth respondent did not indicate a stipend but did list 6 credit hours of release time for the summer.

2) Describe how program directors, not classified as department chairs, are compensated:

Responses to the second question about program director was less clear. One respondent said some departments have program directors but did not provide any information. Another respondent said yes, and that it was problematic. Two other respondents said they had coordinators, and their compensation was either one course release per semester or one credit hour of release time per semester.

Two ad-hoc committees have now tried to gather information about how other schools compensate for department chairs and directors with very little success. In light of the information this committee was able to gather, we recommend Faculty Senate could share this information with administration to begin a conversation about compensation at Salisbury University but acknowledge this is not a representative sample.

Additional notes:

Notes from Feb 25, 2026 meeting with VPAF

Issue with information being siloed in different places. VPAF has a total amount allocated to academic affairs and does not have granular data on which course and how much is paid for a particular course. Academic Affairs has the special session contracts; Registrar has the list of overload courses. We need to have a way to pull all of the data and look at it to create benchmarks. Need to get information from the Provost to have a more complete picture of the situation.

Variability with regard to workload between Units and it is not consistent. Also how to calculate with downloads for administrative duties or co-teaching makes it more challenging.

Overload costs come from the 02 budget but special sessions are a separate pot of money. Overhead not charged during special sessions.

Are there limits on overload courses vs special session courses? Are there limits to the faculty?

Special session (Winter/Summer) payments are significantly different (higher) than overload payment. The standard payment for special sessions has to do with the number of students, but the amount has not been changed since 2018.

The amount of work for overload vs special sessions – may vary depending on the number of students, but large sections or multiple sections leading to overload would require additional work comparable to a special session course.