Summer Advisory Committee

Meeting: Monday, June 15th at 1:00 PM via Teams

Attendees: Brooke Rogers, Brian Flores, Thomas Lamey, Amit Poddar, Emily Zerrenner, Jessica Clark, Ellen Schaefer-Salins, Anita Brown

Agenda

1) New faculty and staff hires
   a) 13 full time tenure track starting in Fall, 4 tenure track searches in progress, 7 FTNTT searches approved/in-progress → Total: 24 new faculty
   b) Registrar and technical analyst (in registrar's office) positions start July 8th
   c) AVP HR is likely leading to another search
2) Fall enrollment
   a) Record number of freshmen and offering enough sections is a concern
      i) As of June 8th
         (1) Projected undergrad total: 6,748 (up 4.2%)
         (2) Transfer: 460
         (3) Freshmen without transfer: 1,591
      (ii) Short on sections resulting from several pressure points
         1) COMAR requirements of QA and FYW in the first year
         2) FYS class size, FT faculty taught, all incoming students need to take it
         3) Temporary hiring freeze from 2025 at SU level not assisting the situation
         4) Approaching these pressures in several ways
            i) Cluster hiring in Math to fill immediate needs with Quantitative Analysis
            ii) An adjunct pool website will be available to better capture people interested in adjunct teaching.
               (1) Short term solution for immediate need of faculty due to large enrollment numbers and need for sections
                  (a) Will be posted on Faculty @ SU site

ii) Will the increase be followed by increased faculty hiring soon or does the university think it is a temporary bump and thus faculty lines are being held back?

(1) Requests for faculty searches have been submitted and are being reviewed in line with finalizing the budget. If SU continues to grow: SU has PIN positions available for use, however budget allocation to support PINs must be in place. Of course, our focus is on meeting the needs of our students, and positions are always being advocated for.

3) Budget and pay

a) Will summer and winter pay be increased proportionate to increase in tuition?

i) If yes, when and if not, why not? Pay is not associated with tuition and has not been for quite some time. Different models for special session pay need further investigation/dialogue.

ii) Discussion on special session pay leads to addendum note (see below) titled ***A little history regarding special session compensation (in Summer 2026)***

b) With the cost-of-living salary increases "awarded" by the governor, should we expect funds from the state, or is this a bit of a "hit" to SU because we will have to provide those funds out of our funds? TBD, unsure for now.

Addendum Note

A little history regarding special session compensation (in Summer 2026)

The SAC briefly discussed the recent history of pay during special sessions. In the meeting the SAC was not aware of all details, so the summary below includes items discussed with elaboration from Faculty Senate (FS) documents.

Former Provost Olmstead discovered that in 2015, the actual practice used to determine compensation for faculty teaching during special sessions began to deviate from what was in the Faculty Handbook. At that time, the rate of special session compensation in the Faculty Handbook was tied to tuition. Provost Olmstead notified the FS and, in 2022, FS passed a motion to leave the special session model tied to tuition in the Faculty Handbook (see below), but to note that that was not consistent with current practice and that the Faculty Welfare Committee (FWC) would make a report to the FS regarding special session pay.

In 2023, after conversations with Provost Olmstead, the Faculty Welfare Committee (FWC) made a report to the Faculty Senate . In the 2023 report, the FWC recommended a model with payment related to a simple base multiplier (not tied to tuition) as long as the base was updated to match COLA. The FWC recommended that the base be increased to include all COLA awards since 2019. Also in 2023, as identified on page 13 of the minutes from the 28 May 2023 FS meeting, the FS passed a motion to change the Faculty Handbook to include the model recommended in the 2023 FWC report, and to provide back pay to those teaching special session in Winter 2023. Provost Olmstead did not accept the FS motion (see below), but provided a 10% increase to the base multiplier, and indicated investigation would be done regarding pay for Winter 2023. Thus, while some increases have been made to the base multiplier from prior to the 2023 report, the full amount of COLAs since 2019 have not been added, and back pay has not been provided.

In 2026, an Ad Hoc Committee on Pay and Benefits recommended a model for special session pay for faculty that would involve a percentage of the tuition collected for a course.

The SAC discussed the likelihood that in Fall 2026, special session pay would likely be revisited and that some senators would propose a motion regarding special session compensation.

Some reference information follows.

The current information in the Faculty Handbook regarding special session compensation for teaching[1] (this follows a base multiplier method not tied to tuition, as recommended by the FWC in 2023):

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[1] Information regarding combined graduate and undergraduate courses as well as specialty courses is included in the Faculty Handbook and some proposed models, but to keep this summary short, that information is not included here.

Faculty salaries during special sessions are determined according to instructional principles related to class size.

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b. When determining the amount of an instructor's salary, the following guidelines will be used:

1. Undergraduate-only courses through FY25:

- For the first ten students, the instructor will be paid $613/student for a four-credit course (approximately $153/student/credit hour).
- For enrollments of eleven or greater, the instructor will receive an additional $128/student for a four-credit course ($32/student/credit hour).
- Contact hours are compensated at 12/14ths of the corresponding pay for credit hours.
- Tuition-waiver students are included in course enrollments.
- For the current undergraduate pay scale please refer to the academic affairs webpage.

2. Graduate-only course:

- Graduate courses are paid at a higher rate. Please consult the Academic Affairs website for the FY24 pay scale.

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Beginning in Fall 2024, compensation for special session instruction will undergo a biennial review through the Provost's Office. This report will be shared with Faculty Senate by September 15 of that corresponding year. In addition to any cost-of-living adjustment considerations, the report will include a comparative assessment of special session compensation at other institutions within the University System of Maryland to ensure that our compensation policies remain competitive and aligned with our peers in the USM. Furthermore, the report will provide information on enrollment patterns and prioritization of courses that are most needed to support degree completion for current students.

The previous information in the Faculty Handbook regarding special session compensation (in 2022 the Faculty Senate Agreed to Leave in the Faculty Handbook while the FWC investigated special session compensation)

Compensation during special sessions (SU): Faculty salaries during special sessions are determined according to instructional principles related to class size.

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1) Undergraduate only courses:
    - For the first nine students, the instructor will be compensated at a rate of 60% of the tuition generated at the instate rate currently in effect.
    - For enrollments of ten or greater, the compensation will be calculated as follows: base pay (for the academic year 2000/2001 the base pay is $700 per course credit hour) plus 12.5% of the in-state tuition generated over the base pay.
    - Contact hours are compensated at 12/14ths of the corresponding pay for credit hours.
    - Tuition-waiver students are included in course enrollments.

2) Graduate only course:

    - For the first seven students, the instructor will be compensated a rate of 60% of the tuition generated at the in-state rate currently in effect. For enrollment of eight or greater, the compensation will be calculated as follows: base pay (for the academic year 2000/2001 the base pay is $730 per course credit hour) plus 12.5% of the in-state tuition generated over the base pay.
    - Contact hours are compensated at 12/14ths of the corresponding pay for credit hours.
    - Tuition waiver students are included in course enrollments.

The Model Recommended by FWC in 2023

A model similar to what currently appears in the Faculty Handbook, but that brought the base multiplier amount used to include all COLA awards from 2019 forward.

The Model Recommended by the Ad Hoc Committee in 2026

($ credit hour tuition X number of credit hours X number of students) x 60%

Provost Olmstead's Response to the 2023 FS motion:

Senate Recommendation to the Provost

Originating Body: Faculty Senate **Originator:** Faculty Welfare Committee

Date Submitted: 3/29/2023 **Requested Effective Date:** immediate

Recommendation:

That we accept Model B as proposed by the Faculty Welfare Committee, including COLAs from April 2019 forward, and ask the Provost to continually update the model to match COLAs and

that the Faculty Senate send the recommendation to the Provost to provide backpay to faculty who taught Winter 2023 to match the updated Special Session compensation model. In addition, we ask that the Provost update the Faculty Handbook accordingly.

The report of the Faculty Welfare Committee outlining Model B is attached.

Date Approved by the Faculty Senate: 3/28/2023

Jennifer M. Martin_____ 3/29/2022_____

President, Faculty Senate Date

Action Taken by Provost Date: __5/10/23_____

☐ Recommendation Accepted ☐ Recommendation Not Accepted

☒ Recommendation returned to the Originating Body for further review (see next pages); 10% increase approved

Disposition for Approved Recommendation:

☒ President ☐ VP Student Affairs

☒ Faculty Senate President ☒ VP Finance

☐ Consortium Chair ☒ School Deans

☐ Webmaster ☐ Graduate Council

☐ Catalogue Editor ☐ Provost Council

X Assistant Provost for Faculty Success X Incoming FS President

X Chair, Faculty Welfare Committee

_____ ____5/10/23_____

Provost Date

Response from the Provost:

First, I would like to thank the members of the 2022-2023 Faculty Welfare Committee (FWC, chaired by Matt Bailey) for their diligent and thoughtful work on special session compensation. Compensation is always a complex issue and even more so when budgets are constrained. After much discussion with the VP for Administration & Finance and the President, I am pleased to confirm a 10% increase in special session compensation for summer 2023 and FY2024. I regret that we are not able to approve the full 15.931% that is represented in Model B at this time. The decision to increase the compensation schedule by 10%, but to not match each COLA received since 2019, was made in light of the following:

• As far as we can determine, no increases in special session compensation have been made since 2015. Thus, an increase is in order.
• Compensation for special sessions, especially with the 10% increase, is much higher than for overloads taught during the semester. Considering compensation for special session compensation relative to overload pay is in order.
• The FWC has been charged with examining department chair compensation/downloads. Addressing any recommended adjustments will also require financial resources.
• Similarly, we would like to examine graduate assistantship stipend levels so that our graduate programs are competitive.
• Recent equity adjustments for faculty and staff with salaries that are compressed/below median have impacted our FY24 budget.
• In the event of any additional COLA/Merit increases in the upcoming year, we need to maintain some funds for employees not covered by allocations from the State (e.g., adjuncts, overloads, contingent employees, etc.).
• The costs of benefits has also increased placing additional strain on our budget.
• Finally, but not insignificantly, is the highly dynamic environment of higher education. While we are confident that enrollments will rebound in AY24-25, the upcoming year will be very tight financially.

There are two other recommendations regarding special session compensation:

• Starting in Fall, 2024, compensation for special session instruction should be evaluated by the Provost's Office on a bi-annual basis and a report provided to the Faculty Senate by September 15 that includes analyses of: o Enrollment patterns and prioritization of courses that are most needed to support degree completion for current students, reach early college students, etc.

o Special session compensation at other USM institutions to determine if our approach is aligned with these. For example, special session compensation at SU appears to be higher for most enrollment levels than for courses taught in summer and winter courses at TU.

o Other parameters as requested by the Faculty Senate, Admin & Finance, etc.

• Replacement of the current language in Chapter 4 of the Faculty Handbook regarding special session compensation (model that has not been used for at least eight years) with new language that frames the factors that determine special session compensation (e.g., enrollment minima and incremental increases for larger classes, how and when periodic adjustments will occur, revenue generated). The Provost's Office will work on draft language for to be presented to the Faculty Senate by its first meeting in AY23-24.

Finally, per the recommendation of the Faculty Senate, we are investigating mechanisms to adjust compensation received by faculty who taught undergraduate courses in Winter 2023 to reflect the approved increase (10%).