

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Special Sessions Pay

SENATOR PROPOSING MOTION: Amit Poddar

SENATOR SECONDING MOTION: Deneen Long-White

MOTION: (this section alone will be recorded in the minutes):

Resolved, the pay SU faculty receives for teaching winter/summer courses (aka Special Sessions) courses is inequitable.

Resolved, that winter/summer pay is far too low and has not kept up with inflation. According to attached analysis based on the 2025 summer and 2026 winter special sessions, the University took an overhead of 65% while faculty only received 35% of the revenue generated.

Resolved, we propose a simpler revenue sharing model for Special Sessions pay. We recommend winter/summer pay based on this formula:

(credit hour rate) x (number of credit hours for the course) x (number of students) x 60%

This is a simple formula that multiplies the tuition paid per credit hour by the number of hours for the class by the number of students - it is easy to understand and implement. It removes the uncertainty as all the inputs are readily known and it automatically adjusts for inflation as the credit hour rate change captures any inflation and is consistent across schools.

This new formula allows the University to realize a 40% overhead cost, which is on the higher side of what the Federal government mandates for all grants (15%).¹

Resolved, considering that this problem has existed for many years and that the representatives of the faculty have complained numerous times, we recommend that the change be implemented immediately and apply to the pay for this winter's courses and beyond to any winter/summer (Special Session) courses in the future. We feel that this is the equitable thing to do. We suggest that the same formula be applied to graduate & doctoral courses.

JUSTIFICATION:

Since 2018-2019, the Faculty Welfare Committee and SU Faculty Senators have repeatedly reported to the Senate that the agreed upon increases (those that would match increases in tuition) to winter/summer pay were stopped without notice in 2015. In the past we have either been given no answer as to why they were stopped and/or we have been told that the person responsible for the stoppage no longer works at SU. It is high time that this problem be corrected.

¹ <https://www.nsf.gov/policies/document/indirect-cost-rate>

We have recently been informed by the Higher Administration that there was a 10% increase in winter/pay in 2023. This increase while welcome also points out that it has been 4 years now since the last revision and the revenue share for faculty in 2025 is still ranging from 33%- 35%. The current method requires a year on year negotiation and the proposed method solves it.

The senate resolves that employees of Salisbury University should be fairly compensated for services rendered.

ANTICIPATED IMPACT:

Negative: None as the payment is contingent on additional revenue generated during special sessions.

Positive: SU employees will be fairly compensated for services rendered and faculty morale will be improved. Please see tables included below.

Is this a recommendation to the Provost? Yes X No

Is this a recommendation to someone else? No Yes, X to SU President and SU APV admin & Finance

VOTE: Number of Senators Present: Motion Passes or Fails:
Numbers/Details

Proposal formula =	Credit hour fee X credit hour X number of students X proportion paid to faculty	
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Credit hour fee	\$327
Proportion paid to faculty	60%

Students	PROPOSED PAY SCALE				Tuition revenue			
	Credit Hours				Credit Hours			
	1	2	3	4	1	2	3	4
1	196	392	589	785	\$327	\$654	\$981	\$1,308
2	392	785	1,177	1,570	\$654	\$1,308	\$1,962	\$2,616
3	589	1,177	1,766	2,354	\$981	\$1,962	\$2,943	\$3,924
4	785	1,570	2,354	3,139	\$1,308	\$2,616	\$3,924	\$5,232
5	981	1,962	2,943	3,924	\$1,635	\$3,270	\$4,905	\$6,540
6	1,177	2,354	3,532	4,709	\$1,962	\$3,924	\$5,886	\$7,848
7	1,373	2,747	4,120	5,494	\$2,289	\$4,578	\$6,867	\$9,156
8	1,570	3,139	4,709	6,278	\$2,616	\$5,232	\$7,848	\$10,464
9	1,766	3,532	5,297	7,063	\$2,943	\$5,886	\$8,829	\$11,772
10	1,962	3,924	5,886	7,848	\$3,270	\$6,540	\$9,810	\$13,080
11	2,158	4,316	6,475	8,633	\$3,597	\$7,194	\$10,791	\$14,388
12	2,354	4,709	7,063	9,418	\$3,924	\$7,848	\$11,772	\$15,696
13	2,551	5,101	7,652	10,202	\$4,251	\$8,502	\$12,753	\$17,004
14	2,747	5,494	8,240	10,987	\$4,578	\$9,156	\$13,734	\$18,312
15	2,943	5,886	8,829	11,772	\$4,905	\$9,810	\$14,715	\$19,620
16	3,139	6,278	9,418	12,557	\$5,232	\$10,464	\$15,696	\$20,928
17	3,335	6,671	10,006	13,342	\$5,559	\$11,118	\$16,677	\$22,236
18	3,532	7,063	10,595	14,126	\$5,886	\$11,772	\$17,658	\$23,544
19	3,728	7,456	11,183	14,911	\$6,213	\$12,426	\$18,639	\$24,852
20	3,924	7,848	11,772	15,696	\$6,540	\$13,080	\$19,620	\$26,160
21	4,120	8,240	12,361	16,481	\$6,867	\$13,734	\$20,601	\$27,468
22	4,316	8,633	12,949	17,266	\$7,194	\$14,388	\$21,582	\$28,776
23	4,513	9,025	13,538	18,050	\$7,521	\$15,042	\$22,563	\$30,084
24	4,709	9,418	14,126	18,835	\$7,848	\$15,696	\$23,544	\$31,392
25	4,905	9,810	14,715	19,620	\$8,175	\$16,350	\$24,525	\$32,700
26	5,101	10,202	15,304	20,405	\$8,502	\$17,004	\$25,506	\$34,008
27	5,297	10,595	15,892	21,190	\$8,829	\$17,658	\$26,487	\$35,316
28	5,494	10,987	16,481	21,974	\$9,156	\$18,312	\$27,468	\$36,624
29	5,690	11,380	17,069	22,759	\$9,483	\$18,966	\$28,449	\$37,932
30	5,886	11,772	17,658	23,544	\$9,810	\$19,620	\$29,430	\$39,240

31	6,082	12,164	18,247	24,329	\$10,137	\$20,274	\$30,411	\$40,548
32	6,278	12,557	18,835	25,114	\$10,464	\$20,928	\$31,392	\$41,856
33	6,475	12,949	19,424	25,898	\$10,791	\$21,582	\$32,373	\$43,164
34	6,671	13,342	20,012	26,683	\$11,118	\$22,236	\$33,354	\$44,472
35	6,867	13,734	20,601	27,468	\$11,445	\$22,890	\$34,335	\$45,780
36	7,063	14,126	21,190	28,253	\$11,772	\$23,544	\$35,316	\$47,088
37	7,259	14,519	21,778	29,038	\$12,099	\$24,198	\$36,297	\$48,396
38	7,456	14,911	22,367	29,822	\$12,426	\$24,852	\$37,278	\$49,704
39	7,652	15,304	22,955	30,607	\$12,753	\$25,506	\$38,259	\$51,012
40	7,848	15,696	23,544	31,392	\$13,080	\$26,160	\$39,240	\$52,320

Tuition cost

Undergraduate per credit hour

\$327

Graduate resident

\$445

Graduate doctorate resident

\$595

<https://www.salisbury.edu/administration/administration-and-finance-offices/financial-services/accounts-receivable-cashiers-office/files/tuition-fee-schedule-2025-2026.pdf>

Source

All calculations are made assuming

All graduate students are resident for fee purposes

No additional fees are included only tuition

Faculty are paid for doctoral courses with pay table for Masters as doctoral pay table are not available

2025 Summer Summary

2025 Summer	Total revenue	Total faculty pay	%
Perdue	\$612,798.00	\$206,522.00	33.70%
CHHS	\$1,064,025.00	\$338,441.00	31.81%
Seidel	\$185,466.00	\$71,452.00	38.53%
Fulton	\$800,496.00	\$283,059.00	35.36%
Henson	\$561,540.00	\$182,049.00	32.42%
	\$3,224,325.00	\$1,081,523.00	33.54%

2026 Winter Summary

	Total revenue	Faculty payment	% Payment
Grand total Perdue	\$277,752.00	\$107,181.00	38.59%
Grand total CHHS	\$260,684.00	\$98,371.00	37.74%
Grand total Seidel	\$116,599.00	\$48,092.00	41.25%
Grand total Honors	\$5,216.00	\$2,450.00	46.97%
Grand total Fulton	\$541,812.00	\$181,266.00	33.46%
Grand total Henson	\$394,134.00	\$131,424.00	33.35%
	\$1,596,197.00	\$568,784.00	35.63%

Salisbury University
Summer Term 2024
Faculty Stipend - Undergraduate Courses

Students	Credit Hours				Contact Hours			
	1	2	3	4	1	2	3	4
1	153	306	460	613	131	262	394	525
2	306	613	919	1,225	262	525	788	1,051
3	460	919	1,378	1,837	394	788	1,181	1,574
4	613	1,225	1,837	2,450	525	1,051	1,574	2,100
5	766	1,531	2,297	3,062	657	1,312	1,969	2,625
6	919	1,837	2,757	3,675	788	1,574	2,363	3,150
7	1,071	2,144	3,215	4,288	919	1,838	2,756	3,675
8	1,225	2,450	3,675	4,899	1,051	2,100	3,150	4,200
9	1,378	2,757	4,134	5,512	1,181	2,363	3,543	4,725
10	1,531	3,062	4,594	6,125	1,312	2,625	3,937	5,250
11	1,563	3,126	4,689	6,252	1,340	2,680	4,019	5,359
12	1,595	3,190	4,785	6,380	1,367	2,735	4,102	5,468
13	1,627	3,254	4,881	6,508	1,395	2,789	4,183	5,578
14	1,659	3,318	4,976	6,635	1,422	2,844	4,266	5,687
15	1,691	3,381	5,072	6,763	1,449	2,899	4,347	5,797
16	1,723	3,445	5,168	6,890	1,476	2,954	4,430	5,906
17	1,755	3,509	5,264	7,018	1,504	3,007	4,511	6,016
18	1,786	3,573	5,359	7,146	1,531	3,062	4,594	6,125
19	1,818	3,637	5,455	7,273	1,559	3,117	4,676	6,234
20	1,850	3,700	5,551	7,401	1,586	3,171	4,758	6,344
21	1,882	3,764	5,646	7,528	1,614	3,226	4,840	6,453
22	1,914	3,828	5,742	7,656	1,640	3,281	4,921	6,563
23	1,946	3,892	5,838	7,784	1,668	3,336	5,004	6,672
24	1,978	3,956	5,933	7,911	1,695	3,390	5,085	6,782
25	2,010	4,019	6,029	8,039	1,723	3,445	5,168	6,890
26	2,042	4,083	6,125	8,166	1,750	3,500	5,250	6,999
27	2,074	4,147	6,221	8,294	1,778	3,554	5,332	7,109
28	2,105	4,211	6,316	8,422	1,805	3,609	5,414	7,218
29	2,137	4,275	6,412	8,549	1,832	3,664	5,496	7,328
30	2,169	4,338	6,508	8,677	1,859	3,719	5,578	7,437
31	2,201	4,402	6,603	8,804	1,887	3,773	5,660	7,547
32	2,233	4,466	6,699	8,932	1,914	3,828	5,742	7,656
33	2,265	4,530	6,795	9,060	1,942	3,883	5,825	7,765
34	2,297	4,594	6,890	9,187	1,969	3,937	5,906	7,875
35	2,329	4,657	6,986	9,315	1,997	3,992	5,988	7,984
36	2,361	4,721	7,082	9,442	2,023	4,047	6,070	8,094
37	2,393	4,785	7,178	9,570	2,050	4,102	6,152	8,203
38	2,424	4,849	7,273	9,698	2,078	4,156	6,234	8,313
39	2,456	4,913	7,369	9,825	2,105	4,211	6,316	8,422
40	2,488	4,976	7,465	9,953	2,133	4,266	6,399	8,531