

Faculty Senate Minutes

September 22nd, 2026

The regular business meeting of the Faculty Senate was held on Tuesday, September 22nd, 2026, at 3:30 p.m. The Senate President was in the chair and the Secretary was present. The minutes of the Sept. 8, 2026, meeting were approved as written.

SU President Carolyn Lepre and Interim Provost Clark made announcements and answered questions.

The Senate President made announcements.

Anita Brown moved to suspend order to move a motion up in the agenda. This motion passed.

Angela Freeman moved a motion to allow standing Faculty Senate committees to choose an associate chair for their committees. After debate, the motion was voted on and passed

MOTION:

The Faculty Senate shall establish the following Faculty Senate Standing Rule:

The Faculty Senate Standing Committees annually may choose to elect an Associate Chair, who shall be given primary responsibility for some duties. Within two weeks of the election of an Associate Chair, the designated senator of the committee will forward to the Faculty Senate President and the Faculty Senate Webmaster, the duties the committee has planned for the Associate Chair and the name of the elected Associate Chair. The Faculty Senate Webmaster will post this information on the Faculty Senate webpages.

The Full-Time Non-Tenure Track Faculty (FTNTT) motion that was pending at the end of the previous Faculty Senate meeting was debated. A motion was made to bring a substitution motion forward. After debate, the substitution motion was voted on and passed. Then the FTNTT motion was voted on and passed. The motion is as follows:

RECOMMENDATION:

The Faculty Senate (FS) requests that the Interim Provost ensure that each FTNTT faculty member, who is not already in a PIN position, be notified if a search is required.

Additionally, The Faculty Senate (FS) requests that the provost have a document prepared

that clearly explains to FTNTT faculty members what health insurance, life insurance, and retirement benefits are available to them.

Amit Poddar made a motion to remove the Special Session compensation motion from the table. The motion to remove the Special Session compensation motion from the table was voted on and passed. The Special Session compensation motion was debated. The Special Compensation motion was still being discussed when the meeting ended and will be carried to the next meeting as unfinished business

MOTION:

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:

$(\text{credit hour rate}) \times (\text{number of credit hours for the course}) \times (\text{number of students}) \times 60\%$

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%).

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

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.

A motion was made to bring a substitution motion forward. There was debate/discussion on the substitution motion. The substitution motion was still being discussed when the meeting ended and will be carried to the next meeting as unfinished business. The motion is as follows:

Motion:

The FS requests that special session pay to faculty be determined using the following formulas (in summer and winter sessions). The credit hour rate used in the formula each year would be the actual credit hour rate used in the immediately previous semester.

For courses that do not involve labs:

(credit hour rate) x (number of credit hours for the course) x (number of students) x 50%

For courses that do involve labs:

For the lecture:

(credit hour rate) x (number of credit hours assigned to the lecture for the course) x
(number of students) x 50%

For the lab:

(credit hour rate) x (number of contact hours assigned to the lab for the course) x
(number of students) x 50% x 86%

With these formulas, in Winter 2027, given that the undergraduate credit hour rate in Fall 2026 was \$327/credit hour, the faculty salary for teaching undergraduate courses would be as follows:

	2	3	4		2		
1 Credit	Credits	Credits	Credits	1 Contact	Contact	3 Contact	4 Contact
Lecture	Lecture	Lecture	Lecture	Hr Lab	Hr Lab	Hr Lab	Hr Lab

Students

1	163.5	327	490.5	654
2	327	654	981	1308
3	490.5	981	1471.5	1962
4	654	1308	1962	2616
5	817.5	1635	2452.5	3270
6	981	1962	2943	3924

Students

1	140.61	281.22	421.83	562.44
2	281.22	654	843.66	1124.88
3	421.83	981	1265.49	1687.32
4	562.44	1308	1687.32	2249.76
5	703.05	1635	2109.15	2812.2
6	843.66	1962	2530.98	3374.64

7	1144.5	2289	3433.5	4578
8	1308	2616	3924	5232
9	1471.5	2943	4414.5	5886
10	1635	3270	4905	6540
11	1798.5	3597	5395.5	7194
12	1962	3924	5886	7848
13	2125.5	4251	6376.5	8502
14	2289	4578	6867	9156
15	2452.5	4905	7357.5	9810
16	2616	5232	7848	10464
17	2779.5	5559	8338.5	11118
18	2943	5886	8829	11772
19	3106.5	6213	9319.5	12426
20	3270	6540	9810	13080
21	3433.5	6867	10300.5	13734
22	3597	7194	10791	14388
23	3760.5	7521	11281.5	15042
24	3924	7848	11772	15696
25	4087.5	8175	12262.5	16350
26	4251	8502	12753	17004
27	4414.5	8829	13243.5	17658
28	4578	9156	13734	18312
29	4741.5	9483	14224.5	18966
30	4905	9810	14715	19620
31	5068.5	10137	15205.5	20274
32	5232	10464	15696	20928
33	5395.5	10791	16186.5	21582
34	5559	11118	16677	22236
35	5722.5	11445	17167.5	22890
36	5886	11772	17658	23544
37	6049.5	12099	18148.5	24198
38	6213	12426	18639	24852
39	6376.5	12753	19129.5	25506
40	6540	13080	19620	26160

7	984.27	2289	2952.81	3937.08
8	1124.88	2616	3374.64	4499.52
9	1265.49	2943	3796.47	5061.96
10	1406.1	3270	4218.3	5624.4
11	1546.71	3597	4640.13	6186.84
12	1687.32	3924	5061.96	6749.28
13	1827.93	4251	5483.79	7311.72
14	1968.54	4578	5905.62	7874.16
15	2109.15	4905	6327.45	8436.6
16	2249.76	5232	6749.28	8999.04
17	2390.37	5559	7171.11	9561.48
18	2530.98	5886	7592.94	10123.92
19	2671.59	6213	8014.77	10686.36
20	2812.2	6540	8436.6	11248.8
21	2952.81	6867	8858.43	11811.24
22	3093.42	7194	9280.26	12373.68
23	3234.03	7521	9702.09	12936.12
24	3374.64	7848	10123.92	13498.56
25	3515.25	8175	10545.75	14061
26	3655.86	8502	10967.58	14623.44
27	3796.47	8829	11389.41	15185.88
28	3937.08	9156	11811.24	15748.32
29	4077.69	9483	12233.07	16310.76
30	4218.3	9810	12654.9	16873.2
31	4358.91	10137	13076.73	17435.64
32	4499.52	10464	13498.56	17998.08
33	4640.13	10791	13920.39	18560.52
34	4780.74	11118	14342.22	19122.96
35	4921.35	11445	14764.05	19685.4
36	5061.96	11772	15185.88	20247.84
37	5202.57	12099	15607.71	20810.28
38	5343.18	12426	16029.54	21372.72
39	5483.79	12753	16451.37	21935.16
40	5624.4	13080	16873.2	22497.6

The meeting adjourned at 5:00 p.m.

Matt Bailey, Secretary

