

Summer Advisory Committee Report 2024

Faculty Senators:

Steven Binz (Henson)
Memo Diriker (Perdue)
James Fox (Seidel)
Bart Talbert (Fulton)
Joerg Tuske (Faculty Senate VP)
Mia Waldron (CHHS)
Emily Zerrenner (Library)

Chair of Faculty Financial Oversight Committee:

Tim Dunn

At the May 7, 2024 Faculty Senate meeting, the SAC received the following charge:

Resolved, that the Faculty Senate charge its Summer Advisory Committee (SAC) to work with the Provost's Office over Summer 2024 to gather the data needed to make specific recommendations and address concerns brought up in the April 23rd and May 7th Faculty Senate meetings regarding a number of compensation issues. These include, at a minimum, compensation for Summer, Winter, and overload courses; compensation for Chairs and Program Directors; and retirement eligibility for FTNTT faculty. The SAC will provide that data to the Senate by the first meeting in September 2024.

Based on this charge, the SAC met three times with Provost Couch:

1. Meeting (6/26/2024, 10am via Zoom, all Senators, Tim Dunn, Provost Couch, Tara Smith)

In this meeting, we discussed what data we would need to answer the following questions:

- a) What is the cost of overloads and summer/winter courses?
- b) What would it cost either to increase compensation or change to a different compensation model?
- c) What does GA compensation cost and how much would it be to increase compensation?
- d) How much does FTNTT compensation cost and how much would it be to provide FTNTT Faculty with more benefits, PIN lines and longer contracts?
- e) What does Chair and Program Director compensation cost and what other models of compensation exist?

The Provost was asked to gather the relevant data.

2. Meeting (7/24/2024, 2pm, HH 248, all Senators, Tim Dunn, Provost Couch, Dean Clifton Griffin, Associate Provost Jessica Clark, Tara Smith)

- a) Provost Couch provided an overview of SU's budget projections which have since been shared with the Faculty via updates from the President and Provost.
- b) Dean of the Graduate School, Clifton Griffin, shared data (attached) on Graduate Assistant stipends. A 3% increase (in line with COLA/Merit) would cost SU around \$14,000 per semester.
- c) Associate Provost, Jessica Clark, shared data (attached) on converting FTNTT to state PINs. There was a long discussion about the different options and their implications for hiring FTNTT Faculty.
- d) The provost requested feedback about not holding freshman convocation.
- e) We discussed potential cost saving measure in the context of possible budget cuts. These included:
 - Better schedule management (including more early and late classes and fewer unusual time slots during the day to make better use of classroom space, reduce duplicate courses in separate departments, every department should aim for a student to faculty ratio to 15:1)
 - More online and hybrid courses
 - Reduction of underutilized tracks.

3. Meeting (8/27/2024, 2pm, HH 248, all Senators, Tim Dunn, Provost Couch, Tara Smith)

- a) Provost Couch shared data (attached) on adjunct and overload compensation.
- b) It was decided to investigate different models of compensation.
- c) Generating data takes time and we still do not have the data required for Chair and Program Director compensation. For this reason, we will ask the Senate to create an ad hoc committee consisting of one Faculty Senator from each unit plus the Chair of the FFOC to continue this work.

In addition, the Provost shared a draft of changes to the APR guidelines and members of SAC provided feedback via email. One of the questions raised was raising the number of external reviewers from one to two.