

2-24-2017

## Faculty Affairs Committee Minutes of the Academic Senate 2017-02-24

University of Dayton. Faculty Affairs Committee

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2/24/2017 Minutes of the Faculty Affairs Committee meeting

Meeting Time: 11:00-12:30 Location: Library 211

Present: Andrea Seielstad (Chair), Emily Hicks, Carolyn Phelps, Paul Vanderburgh, Deo Eustace, Mark Jacobs, Corinne Daprano, Kevin Kelly, Ann Biswell

Approval of Minutes (February 10, 2017)

Phelps distributed a handout pertaining to Supplemental Salary. Document is a summation of Brown University policy.

General discussion of the document in relation to UDs current policy. Primary concern is the 100% Rule and how it is dealt with by administration.

Goal: Determine what is happening on campus re the 100% Rule and inequities and make recommendations dealing with the issue.

Comment: 100% Rule can be dealt with in a management of workload rather than salary cap.

Issue: There is no current policy and the Provost office seeks guidance in creating a policy.

Comment: The 100% Rule is inconsistent across campus with some faculty getting a acceptance to the Rule and the policy should address these consistencies.

Question: What is the purpose of the 100% Rule?

Response: The work of the university work won't get done because someone is overloaded.

The 100% Rule should not be tied to a faculty member's 9- month contract. Summer work should be compensated in addition to a 9-month contract.

Discussion: Workload is separate from compensation. Who is helped and who is hindered by the 100% Rule?

Discussion re summer teaching loads and meeting the 100% Rule. Issues re compensation differences between tenure vs non-tenure faculty.

Faculty are compensated for 100% of their time over 9 months with acceptance for incidentals (a course must be covered or a monetary award). Discussion dealt how administration views and implements the 100% Rule and how faculty views the 100% Rule.

Reviewed and discussed, University Doc **Policy for Extra Compensation of Employees Supported By Sponsored Research Programs**, July 22, 2008.

Comment: Policy should focus on workload not compensation.

Suggestion: Create a Workload Policy that defines workload for the academic year that does not use the 100% Rule.

Comment: If you implement a Workload Policy then you will need a Compensation Policy.

There is variance across the university re 100% Rule. Should the FAC survey unit practice? FAC lacks the authority to seek this information and not relevant to the committee charge.

Suggestion: Report on FAC discussion and finding and make a recommendation on the current policy and encourage units and departments to review practice to make sure department practice align with policy.

At next meeting committee will focus on committee recommendations re 100% Rule in light of the workload policy and Outside Employment Policy.

Meeting adjourned 12:40