March 15, 2018

To: Dean Van Galen, Chancellor
    116 North Hall
    University of Wisconsin-River Falls

From: Mialisa Moline, Chair
      Faculty Senate
      University of Wisconsin-River Falls

Re: UWRF Faculty Senate Motion 2017-18/84

The following motion was approved as amended, with 14 in favor, 0 opposed, and 6 abstentions, by the Faculty Senate on February 21, 2018:

Motion from the Faculty Compensation Committee (Brad Mogen, Chair – retired; Brenda Boetel, Current Chair), to approve the following change to 5.1.1.5 of the Faculty and Staff Handbook:

5.1.1.5 Department Chairs Compensation Policy

[FS 06/07-99], [FS 13/14-35], [FS 13/14-36]

1) The reassignment and salary amounts for chairs will be based on the Redbook-budgeted number of unclassified full-time equivalent (FTE) positions. Departmental chair reassignment time and salary will be based on the aggregate teaching force of the department (FTE Faculty), including tenured, tenure-track and teaching IAS by adding The calculation of this number will include two components, 1) the Redbook-budgeted number of unclassified FTEs, and 2) the total number of IAS-FTE. IAS-FTE will be calculated by summing the total number of credits taught by ALL teaching IAS within a unit on an annual basis (fall and spring semesters only) and dividing that number by 30, with fractional numbers to be rounded to the nearest whole number up or down. The number of FTEs and IAS-FTE’s will be calculated on a 3-year average using data from fall and spring semesters. The size of the department will be calculated every third year to coincide with regular chair election cycles. In the event that an interim chair is appointed or elected in the middle of this three-year cycle, the department size shall not be recalculated until that three-year cycle is up and a new election for chair is held. (see 4.1.13 Department Chair)
Approved

Disapproved

Dean Van Galen, Chancellor

3/24/16

Date

Please see attached document.
Comments on Disapproval of Faculty Senate Motion 2017-18/84

I would like to provide Faculty Senate and other interested parties with background and rationale for my lack of support of UWRF Faculty Senate Motion 2017-18/84 (5.1.1.5 Department Chairs Compensation Policy) which I received on March 15, 2018. It is relatively rare that I disapprove a Faculty Senate Motion, and I think it is important that I provide additional communication in such cases.

The effort to better recognize the role of Department Chairs in working with both faculty and Instructional Academic Staff is reasonable and laudable. I am disapproving the Motion because of its significant on-going budgetary costs, namely, approximately $42,900 per year.

As Chancellor, I take full responsibility for this decision. However, I want to provide information on the views of other campus leaders on this matter. A proposal to fund the budgetary implications of this Motion was presented by Interim Provost Perkins at the March 2 meeting of the Budget Review and Recommendation Committee (BRRC). While I understand the argument that the change proposed in the Motion is a policy item, it nevertheless has serious budgetary impact and the Provost and I agreed that it should be considered by the BRRC along with other requests from across campus. While there was significant support among the BRRC members for many of the compensation-related budget requests, only one of the 12 recommending members of the BRRC recommended the Chairs Compensation item for funding. It was not approved for funding.

After receiving this Motion, the Provost, CBO and I met with the College Deans to discuss the Motion and to seek feedback (Dean Frommueller was not able to attend that meeting). The College Deans present indicated that, although they value the role of Department Chairs with respect to IAS, they did not support approval of the Faculty Senate Motion due to the budgetary impact. With a limited amount of money, difficult choices had to be made and the Chairs Compensation request did not rise to the top of priorities when compared to on-going funding for new positions, other compensation requests, and strategic investments. There just was not enough money to do everything that was requested.

The Provost, CBO, and College Deans join me in recognizing the work of Department Chairs in hiring, supervising, and supporting Instructional Academic Staff. We have discussed and support the idea of utilizing the basic premise of the Motion but structuring the compensation element (which is also included in the Faculty and Staff Handbook 5.1.1.5) to provide for an increased stipend based on IAS/FTE within a department (but not the additional release time, which has much larger budget implications). Such a modified approach would have an on-going cost of approximately $8,000.

I am asking Interim Provost Perkins to reach out to the Chair of the Faculty Compensation Committee to see if there is interest in collaboratively pursuing this approach and, potentially, developing a revised Motion that the administration could support, even for the 2018-2019 academic year.
used for regular courses.

Examples of instructional appointments in this category include internships, practicum, independent research and on-line classes.

College deans will set appropriate maximum class size limits.

Faculty salary calculation during the summer term is based on student head counts in each course. Determination of head counts during this session will be at the end of the day (midnight), at \(2/15\)ths of the session length, always rounded up to a whole day and not to be less than two days.

A day is defined as a “business work” day, or week day, not including weekends or holidays.

The salary ceiling for regular faculty continues to be \(2/9\) of the academic year salary for all summer appointments.

The upper limit for faculty summer instruction is 8 credits.

Deans have responsibility for allocating Summer Session and J-term budget funds to meet the revenue targets by offering classes during Summer or during J-term. This allocation is not to be used for course offerings during the academic year.

Deans will be responsible for covering expenditures beyond the amount allocated to the Colleges.

Outreach Program Revenue (PR) courses will not be offered in competition with General Program Revenue (GPR) classes.

If a 12-month faculty or staff is generating student credit hours in the summer, it is expected that the equivalent of \$1,300/credit be charged to the college summer session account.

5.1.1.5 Department Chairs Compensation Policy

[FS 06/07-99], [FS 13/14-35], [FS 13/14-36]

1) The reassignment and salary amounts for chairs will be based on the Redbook budgeted number of unclassified full-time equivalent (FTE) positions

2) Chairs will retain the option to make their case for additional compensation should they have significant duties in addition to those for a typical department chair.

3) Chairs’ compensation will be indexed to the System biennial compensation plan starting in the 09-11 biennium.

Chairs will be compensated in two ways:

1) Teaching loads during the academic year will be reassigned. The amount of the reassignment will be determined by the size of the department a chair is administering.
2) Chairs will receive a stipend, also determined by the size of the department they are administering, which compensates them as chairs during the regular academic year as well as the registration period during the Summer. The stipend will be temporarily added to the chair’s base salary.

The department, the potential chair, and the dean jointly reach agreement on the duties that the chair will assume and will assign to others. This agreement is made in the spring before the chair assumes the position for the following summer and academic year. At this time an estimation of the anticipated workload of the chair during the academic year and Summer terms are determined.

Compensation is dependent on the exact duties of the specific chair. The chair is normally responsible for major personnel issues and year-round responsibility for the department. In recognition of this responsibility, the minimum salary compensation in each category is suggested. Additional compensation may be made to the chair, to someone assisting the chair, or to the unit in general, based on the assignment of duties. Each academic year, the deans are allocated a pool of money to be used for chair compensation and for extraordinary administrative duties a department may encounter. The funds allocated to the deans are adjusted each year in accordance with the increase in the pay plan. Any additional required time on campus during the summer will be negotiated with the dean.

5.1.1.5.1 Table I: Academic Year Course Reassignment for Chairs

<table>
<thead>
<tr>
<th>FTE Faculty in Department</th>
<th>Semester Course Reassignment (3 unit courses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 or fewer</td>
<td>1</td>
</tr>
<tr>
<td>7-11</td>
<td>2</td>
</tr>
<tr>
<td>12 or more</td>
<td>3</td>
</tr>
</tbody>
</table>

5.1.1.5.2 Table II: Academic Year Chair Stipend Beginning in 2007-2008

<table>
<thead>
<tr>
<th>FTE Faculty in Department</th>
<th>Academic Year Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 or fewer</td>
<td>2,000</td>
</tr>
<tr>
<td>7-11</td>
<td>3,000</td>
</tr>
<tr>
<td>12 or more</td>
<td>4,000</td>
</tr>
</tbody>
</table>

5.1.1.5.3 Table III: Academic Year Chair Stipend Beginning in 2008-2009

<table>
<thead>
<tr>
<th>FTE Faculty in Department</th>
<th>Academic Year Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 or fewer</td>
<td>3,000</td>
</tr>
<tr>
<td>7-11</td>
<td>4,000</td>
</tr>
<tr>
<td>12 or more</td>
<td>5,000</td>
</tr>
</tbody>
</table>

5.1.1.6 Compensation for Short Term Study Abroad Faculty

[FS 10/11-49]

Faculty serving as leaders for short-term study abroad courses through Global Connections will be compensated at the
maximum per credit pay-rate in effect for overloads at UWRF at the time of the completion of the study abroad or $1,500 per credit, whichever is higher. Faculty leaders may be compensated up the maximum allowed per credit for overloads or $1,500 per credit, whichever is higher, subject to the course's generating sufficient revenue to cover tour expenses, tour reserve and faculty compensation. In addition, faculty may receive up to one credit for course preparation and on credit for coordination of logistics for their study tour subject to the tour’s generating sufficient revenue to cover these expenses. Final compensation will be determined by the Director of International Educational Programs.

5.1.1.7 Campus Compensation Policy for Summer Session and Winter Session (J-Term)

[FS 10/11-22]
• Motion has not been acted on at this point;

• Budget impact would be significant (base, was it about $50k?)

• Funding of the proposal only received ONE recommendation (out of 12-13) as part of budget process; in contrast, funding for new faculty inversion funds initiative received good support and was approved.

• Provost and Chancellor met with Deans to discuss—all agree, include all Deans (although MF was not there), that supervision/etc. of IAS contributes to chair responsibility and workload—the group, including the Deans, does not support full funding of the proposal/motion, but proposes to consider funding an increase in stipend based on proposed criteria—would recognize/reward workload, but would reduce costs (take less away from other priorities, specifically, faculty positions)

• AN IDEA: Faye—could you and the Deans meet with the Compensation Committee next Friday to discuss/develop a proposal? OR, is there a better approach?