

FEB 23 1977

TO: Faculty Senate

FROM: Executive Committee

DATE: February 28, 1977

SUBJECT: Meeting

The Faculty Senate will meet this Thursday, March 3, at 3 p. m. in Room 139 of the Clement Building. Please bring a copy of the Faculty Handbook.

All faculty are invited to attend Senate meetings.

The proposed agenda for this meeting consists of the following items:

1. Motion by the Senate Promotion and Tenure Committee that the Faculty Senate make recommendations relative to "Personnel Policies and Procedures for Faculty "

(40 minutes for debate)

2. Motion by the Senate ad hoc Summer Teaching Employment Practices Committee that the Faculty Senate endorse recommendation 1 and implement recommendations 2 and 3 of its final report (see attached material)

(20 minutes for debate)

3. Motion by Al Bekus that the Faculty Senate recommend the removal of the following clause from the Austin Peay State University Policies and Procedures Manual, III: 01:02; "Personnel Policies and Procedures for Faculty," p. 2; and wherever else it occurs, including departmental checklists, individual checklists, and the Faculty Handbook:

"Evidence may also include, among other things, letters from present and former students. . ."

(10 minutes for debate)

4. Executive Committee report

Copies to: University community

TO: FACULTY SENATE
FROM: AD HOC COMMITTEE ON SUMMER TEACHING
DATE: JANUARY 19, 1977
SUBJECT: FINAL REPORT

Organization and Charge

In April, 1976, the Faculty Senate created an ad hoc committee to study practices relative to summer school teaching at Austin Peay. The Committee eventually was composed of Harvey Blanck, (Chair), Duane Forderhase, Richard Gannaway, Tom Pinckney, Nancy Schumate (resigned in December), and Bill Stokes. The Committee decided initially (1) that it should identify problems in the assigning of summer school teaching opportunities to faculty members, (2) that it should evaluate these problems, and (3) that it should make recommendations to help correct any problems discovered. The Committee did not feel that it was authorized to examine salaries paid for summer school, the more general question of all extra-pay (overload) situations, or fairness of salaries for department chairpersons (all of which seemed related to our study.)

Investigation

The Committee developed a questionnaire which was sent to all faculty members in October, 1976. Faculty members were also invited to state their feeling orally before the committee. Eighty-eight members of the faculty responded to a summer teaching questionnaire. Of these, 26% rated the summer teaching distribution within their department as fair, poor, or very poor (excellent and good were also possible choices). Ten departments received at least one of these lower ratings. Sixty-five percent (65%) preferred a departmental policy to a uniform university policy. Forty-one percent (41%) wanted the decision to be determined by the faculty of that department with the chairman having more influence than other department members. Some (15%) preferred equal influence and others (19%) felt the decision was the department chairman's alone while 17% preferred equal influence among the senior faculty members. Nearly 67% thought that, provided students needs and teacher qualifications coincided, course loads should be equally distributed. Another 13% felt that if the faculty member had tenure, course loads should be equally distributed. About 13% felt seniority and rank were important. Some felt that more courses could and should be offered during the summer.

Problems

The Committee was able to identify several complaints. First, in the one department, summer school teaching opportunities are awarded on the basis of seniority. Senior most members are given the opportunity to teach up to the maximum number of hours allowed

by the Board of Regents before less senior members are given the opportunity to teach at all. The justification given for this situation was to allow faculty members nearing retirement the opportunity to increase their retirement benefits.

In other departments, the department chairpersons teach up to their maximum number of hours allowed by the Board of Regents before other department members are given the opportunity to teach. The justification for this situation given was to recompense department chairpersons for the fact that they are not given just compensation for the duties of chairing a department during the academic year.

Recommendations:

While it is likely that no one policy could be devised to encompass all the potential situations nor please all participants, it is nevertheless clear that, since a significant percentage of the respondents are not nearly satisfied with the status quo, some type of university guidelines are appropriate. These guidelines should allow as much departmental latitude as possible while at the same time insuring a reasonably equitable distribution of summer teaching when averaged over a period of several years. It is the recommendation of this committee that:

1. Summer teaching loads, when averaged over a period of several years, should be approximately equally divided among at least those qualified full time faculty members having tenure or a terminal degree and desiring summer employment, provided that course offerings should reflect student needs.
2. This report be forwarded to the Vice President for Academic Affairs.
3. That a new committee be created by the Faculty Senate to examine policies relative to compensation for the duties and responsibilities of chairmen given during the regular academic year.