

TO: Dr. Rick Roth, President of the Radford University Faculty Senate
FROM: Basel Saleh, Chairperson for the Resource Allocation Committee
DATE: August 17, 2011
SUBJECT: Continuity Report 2010-2011 from the Resource Allocation Committee

Dear Dr. Roth,

The following is the Continuity Report from RAC for the activities during the Faculty Senate session, 2010-2011 academic year.

- On September 15, 2010, Dr. Kay Jordan sent the RAC a list of objectives for the committee to pursue during the Faculty Senate session for the Academic Year 2010-2011 (See attached list).
- The Resource Allocation Committee (RAC) met during the scheduled meeting dates during the 2010-2011 academic year. The members of the committee managed to achieved the following objectives:
 - (I) (Objective 5) Reviewed the rule that faculty members on 9 month contracts cannot earn more than 133% of their academic year salaries from state funds (See the T&R Faculty Handbook, section 3.1 Other Radford University Employment). The chair of the RAC held several meetings with the Dr. Joe Scartelli and Mr. Richard Alvarez (the meetings were hard to schedule giving the busy schedule of the two). A report on the findings was submitted and presented to the Faculty Senate. RAC reported that the rule is still applicable for Virginia institutions of higher education. Also, on behalf of the committee, I raised the issue that there is a possibility that some faculty compensation from various sources is violating the rule. Dr. Scartelli indicated that the provost office will have a person starting in the summer who will make sure that the 133% rule, among other things, is not violated.
 - (II) (Objective 6) with regard to the issue of Teaching Overloads in the T&R Faculty Handbook and section 2.3 ‘Teaching Responsibilities.’ RAC sent two letters to the office of interim Provost Scartelli asking for his assistance on this matter. Specifically, the RAC letters solicited Dr. Scartelli’s help in asking each college dean to define what constitute a teaching load in his/her college. However, we were unable to receive a response from the provost office on this issue. And

during one meeting with the provost, he indicated that teaching loads is at the discretion of the deans and chairs.

- (III) (Objective 7) RAC collaborated extensively with the Institutional Research to gather various data on pay rates for adjuncts at Radford University and other Virginia institutions of higher education, including variations in pay by discipline. The committee submitted its report that includes findings and recommendations to the Faculty Senate (is posted online) and then proceeded to submit and pass three motions on April 21, 2010, meeting which if implemented will bring much needed changes to the pay structure of adjunct faculty at RU.
- (IV) (Objectives 8& 11) Summer employment information is now posted on the Provost website.
- (V) (Objective 9) Although faculty salary inversion and compression was listed as one of the RAC objectives, the committee was instructed by Dr. Kay Jordan not to pursue that objective. Dr. Kay Jordan was already working with the Provost and President Kyle on this issue. Even though the administration is supportive of the need to correct faculty inversion and compression, the political climate in Richmond would not allow that to happen. Therefore, the issue is still unresolved.

The RAC was unable to examine the following objectives . Some of the remaining objectives are also important as they deal directly with the working conditions of faculty at Radford University (Objectives 10 and 14)

- 1. Working with the Provost and the Vice President for Finance and Administration, review the academic goals of RU's 7-17 Strategic Plan and provide recommendations to the Faculty Senate regarding priorities.
- 3. Educate the faculty regarding the university budgetary structure, including types of revenues, types of expenditures, types of funds, restrictions on various funds, and so forth. Make faculty members aware of information on the RU website regarding the budget.
- 4. Review and report on spending policies for University Foundation accounts. Solicit information from departments and programs regarding any problems encountered in accessing foundation accounts dedicated to their use.
- 10. Obtain information on RU policies regarding the compensation of department chairs and school directors. Make a recommendation to incorporate these policies into the T&R Faculty Handbook or to append them to this document.
- 12. Obtain an accounting for the development and implementation of the Core A curriculum on a year by year basis beginning in January 2008 including, but not limited to, the cost of summer stipends and other remuneration, reassigned time,

and workshops from the administration. Request a comparison of the cost of Core 101/102/103 in the 2009-2010 academic year and ENG 101/102 in the 2009-2009 academic year. This accounting should include the number of students taught and the credit hours involved.

13. Work with the administration to develop a cost coding procedure for Core A which will include the salaries and benefits of the Core director and Core coordinators prorated on the basis of the per cent of their time dedicated to Core A. This procedure should also track expenses for each course, i.e., Core 101, 102, 13, 201, 202, including the teacher salaries and benefits, supplies, and copying.
14. Liase with Human Resources and the Faculty Development Center to provide Benefits Fairs, forums, or other educational opportunities for Radford University faculty and staff to learn about financial and retirement planning.

Recommendations for RAC objectives

1. Follow up on summer teaching policies;
2. Follow up on the issue of teaching overloads (objective 6). The issue is unresolved and there is a legitimate concern that many faculty teaching overloads that goes uncompensated; and
3. Follow up on the issue of retirement adequacy and support at Radford University.

Please find next a copy of the committee objectives for RAC.

Thank you.

Sincerely,

Basel Saleh
bsaleh@radford.edu

**Radford University Faculty Senate
Committee Objectives
Academic Year 2010-2011**

Introduction

The following committee objectives have been developed by the Faculty Senate Executive Council. Numbers corresponding to an objective do not necessarily indicate its importance or priority. All objectives should be considered important, and the committee should attempt to accomplish all objectives. Also, these objectives are not intended to be all - inclusive – any committee member, other Senators, and the Faculty Senate Executive Council (FSEC) may refer other issues to the committee for consideration and action. Feel free to form subcommittees as needed to address specific objectives more expeditiously. Committees using surveys should be sure that their studies are in conformity with the policies of the RU Institutional Research Board.

All committees should record minutes of their meetings. Minutes and other committee documents (e.g. reports) should be forwarded to the senate secretary (rhorman@radford.edu) for posting on the senate web page.

Resource Allocation Committee

1. Working with the Provost and the Vice President for Finance and Administration, review the academic goals of RU's 7-17 Strategic Plan and provide recommendations to the Faculty Senate regarding priorities.
2. Working with the University Planning and Budget Committee and the Vice President for Finance and Administration, review and report to the Faculty Senate RU's budget Allocations across divisions and colleges FY 2004-2009, including a five year trend comparison.
3. Educate the faculty regarding the university budgetary structure, including types of revenues, types of expenditures, types of funds, restrictions on various funds, and so forth. Make faculty members aware of information on the RU website regarding the budget.
4. Review and report on spending policies for University Foundation accounts. Solicit information from departments and programs regarding any problems encountered in accessing foundation accounts dedicated to their use.

5. Review the rule that faculty members on 9 month contracts cannot earn more than 133% of their academic year salaries from state funds. See the T&R Faculty Handbook, section 3.1 Other Radford University Employment.*
6. Review section 3.1.2 Teaching Overloads in the T&R Faculty Handbook and section 2.3 Teaching Responsibilities. With the assistance of the provost obtain statements from each dean regarding standards for the teaching load in each college. If there is significant variation across departments within a college solicit information from departments on workload. Prepare a recommendation to the full senate on appropriate compensation for faculty teaching overloads and means to insure that faculty are not being required to teach uncompensated overloads.**
7. Gather data on pay rates for adjuncts at Virginia institutions of higher education, including variations in pay by discipline, and make recommendations regarding compensation for adjuncts. This recommendation may include recognition of years of service as an adjunct at Radford University.
8. Review section 3.1.3 University Summer Employment. Obtain information on current policies regarding compensation for summer school teaching and prepare a recommendation to the full senate on incorporating this information into the T&R Faculty Handbook.
9. Obtain information from the office of Institutional Research regarding salary inversion and compression. Work with the Faculty Senate Executive Council to bring this information to the attention of the RU administration and develop a plan for addressing these inequities. Note: The RU 7-17 Strategic Plan, Goal 1.2 includes the statement: “Ensuring that faculty and administrative compensation is performance-based and nationally competitive by continuing a process of salary review to eliminate (to the extent possible) egregiously misaligned salaries of meritorious employees as a result of salary compression or inversion.”
10. Obtain information on RU policies regarding the compensation of department chairs and school directors. Make a recommendation to incorporate these policies into the T&R Faculty Handbook or to append them to this document.
11. Review current policies on compensation for teaching summer school. Prepare a recommendation to either incorporate these policies into the T&R Faculty Handbook or to append them to this document.
12. Obtain an accounting for the development and implementation of the Core A curriculum on a year by year basis beginning in January 2008 including, but not limited to, the cost of summer stipends and other remuneration, reassigned time, and workshops from the administration. Request a comparison of the cost of Core 101/102/103 in the 2009-2010 academic year and ENG 101/102 in the 2009-2009 academic year. This accounting should include the number of students taught and the credit hours involved.

13. Work with the administration to develop a cost coding procedure for Core A which will include the salaries and benefits of the Core director and Core coordinators prorated on the basis of the per cent of their time dedicated to Core A. This procedure should also track expenses for each course, i.e., Core 101, 102, 13, 201, 202 including the teacher salaries and benefits, supplies, and copying.
14. Liase with Human Resources and the Faculty Development Center to provide Benefits Fairs, forums, or other educational opportunities for Radford University faculty and staff to learn about financial and retirement planning.

Other Information

I have reserved rooms in Heth Hall for all senate committees and a schedule of rooms and meeting dates is posted on the senate webpage. Please inform the Faculty Senate President and Secretary if you cancel a meeting or call a special meeting. Also, if you cancel a meeting, please contact Event Planning Manager Sally Cox (skcox@radford.edu) so that she can make the room available for other groups. At each Senate meeting, the Chair of the committee will be asked to provide a brief report on its most recent meeting, including issues currently being addressed, pending action items, and motions that need Senate review and action. Committee chairs will prepare a continuity report at the end of the academic year and turn over files that may be useful to the next committee chair. Please provide as much advance notice as possible to the Senate Secretary regarding motions, resolutions, etc., that you plan to introduce at a meeting. It is the responsibility of the committee chair to make a motion from the committee, and to remove it from the table when scheduled on the Senate Agenda.

If you have any questions regarding your committees, please let me know!

Kay K. Jordan
kjordan@radford.edu
(540) 831-5899
706 Fairfax Street, Apartment A