

The Resource Allocation Committee unanimously recommends that the Faculty Senate not pass the motion calling for hiring 15 to 20 Special Purpose faculty for use in the Core Curriculum.

RATIONALE:

The cost of this motion is significant:

Estimates of the additional cost per year, compared to hiring adjunct faculty to cover classes, range from \$675,000 to \$1,021,000 for 20 faculty members and from \$507,000 to \$766,000 for 15 faculty members. These numbers include FICA, Medicare, benefits, and faculty development costs, but do not address any differential in administrative overhead.

Additional costs for recruiting are estimated at \$30,000 each, resulting in an up-front cost of \$450,000 to \$600,000, with additional recruiting costs due to subsequent turnover.

In light of the recent commitment of \$1,146,000 in additional faculty salary cost per year on our campus, the RAC is not in support of the motion.

Additionally, many departments across campus are in need of additional faculty. A commitment of 15 to 20 Special Purpose faculty members to the Core Curriculum would impact the ability of departments to obtain needed staffing. Provost Minner has indicated that Radford University can expect to hire only 10 new full-time faculty members in 2012-2013.