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Remuneration of work on assessment during summer 2012

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Remuneration of work on assessment during summer 2012

Submitted by the Senate Executive Committee

9/4/2012

Question:

1. How many 10 months faculty, in each college, have worked on SACS related assessment duties during Summer term 2012?

2. How have these faculty members been remunerated for their work, in each college? If remuneration was not distributed in a uniform way in a given college, what was the policy applied to decide the level of remuneration?

3. “If remuneration was not distributed in a uniform way in a given college, what was the policy applied to decide the level of remuneration?”

Rationale:

Faculty members from various units have reported a range of levels of remuneration for their work on assessment during the Summer, while they were not on contract. In some cases, it appears that people have been asked to work for free. In this context, concerns regarding the fairness of the process have been raised.

This item is submitted on behalf of the Senate Executive Committee

SEC Response:

The Senate Executive Committee has directed these to the Provost.
Administrative Response is below.

**Remuneration of Work on Assessment During Summer 2012**

The following reports were provided by each College regarding the 10 month faculty who worked on SACS related assessment during the Summer term 2012. Included is the remuneration received, if any, and the rationale for each College's decisions regarding remuneration.

Also included in this response is a review of the remuneration received by faculty who participated in the Academic Assessment Workshop (charged to review student learning assessment plans) and the General Education Workshop (charged to assess student work in selected general education areas). These faculty were compensated through the Office of Institutional Effectiveness for their work.

**Academic Assessment Workshop Participants (May 14-16, 2012)**

16 faculty (all members of the Assessment Committee) received a stipend of $250/day.

**General Education Workshop Participants (July 30-August 2, 2012)**

27 faculty (representing 15 cross College departments) received a stipend of $250/day.

**Allen E. Paulson College of Engineering and Information Technology**

- Interim Chairs, an Associate Dean, and two Program Directors worked on SACS related assessment reports. All were compensated by stipends received for their respective administrative roles and were not compensated beyond that stipend for assessment work.
- Several faculty teaching during the summer provided data from their courses, but did not receive any special compensation for doing so as that was considered part of their teaching responsibilities for those courses.

**College of Business Administration**

- 3 faculty worked on SACS assessment reports. None received compensation.
- One College Coordinator received a summer stipend (9% of salary) for work related to COBA' Fall 2012 AACSB accreditation and SACS assessment.
**College of Education**
- 4 faculty teaching summer courses worked on SACS reports. None were compensated for that activity.
- One 12 month Department Chair worked on the SACS reports and did not receive additional compensation.
- It was noted that the College of Education faculty were also working on an NCATE accreditation visit during the summer.

**College of Health and Human Sciences**
- No faculty needed to work on College related SACS reports during the summer.
- 1 faculty and 1 Program Director participated the Academic Assessment Workshop and were compensated as above.
- One 12 month Associate Dean participated in the Academic Assessment Workshop and received no additional compensation.
- 3 faculty participated in the General Education workshop and were compensated as above.

**College of Liberal Arts and Social Sciences**
- In theory, all faculty worked on assessment this summer because they collected their data in the Spring and needed to analyze the data and write their reports in advance of the October 1 deadline for documenting 2011-2012 assessment plans.
- Seven CLASS departments had 2010-2011 assessment reports that necessitated them completing the 2011-2012 assessment reports by August 1.
- 44 faculty members attended the June 12 CLASS assessment workshop.
- An estimate of between 27 and 100 faculty members participated in their programs’ assessment activities over the summer in some fashion.
- The College did not remunerate faculty/programs/departments for completing their 2011-2012 assessments or for participation in the CLASS June assessment workshop.
- One department offered additional travel monies to anyone who would volunteer to complete their program assessments over the summer.
- The College has two faculty members who serve on the University Assessment Steering Committee. The decision was made to provide a stipend to them because they:
  a) helped with the College assessment workshop on June 12;
  b) developed the report template that the entire university is using instead of WEAVE;
  c) provided individualized assistance to programs and departments;
  d) read, reviewed, and provided feedback for all College assessment reports before the August 1 deadline.
**College of Science and Mathematics**
- 2 faculty, representing 2 departments, received compensation of $1500 for serving providing departmental consultation and serving on the campus committee
- 3 faculty, representing 2 departments, received compensation of $1000 for department related assessment work
- 1 Associate Chair worked on departmental assessment reports, but received a stipend for her Associate Chair role and, thus, received no additional compensation for the assessment work.

**Jiann-Ping Hsu College of Public Health**
- 1 Associate Dean and 1 Division Director worked on assessment related reports. They received compensation for their administrative roles and, thus, received no additional compensation for assessment work.

**Jack N. Averitt College of Graduate Studies**
Not applicable.

**Henderson Library**
- All faculty are on 12-month contracts, and, in addition, do not complete student learning assessment plans.