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Equitable Workload and Compensation for Faculty

Robert Costomiris
Georgia Southern University

Faculty Welfare Committee

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Equitable Workload and Compensation for Faculty

Submitted by: Robert Costomiris/Faculty Welfare Committee

5/19/2013

Motion:

The 201213 Faculty Welfare Committee moves that in the Fall semester of 2013 the Faculty Welfare Committee of 201314 conduct a university-wide survey of current workload practices in order to understand more precisely the standard quantitative expectations for teaching, service, and scholarship campuswide. The 201213 Faculty Welfare Committee also moves that, based on the data collected in that survey, the 201314 Faculty Welfare Committee make recommendations to the Faculty Senate which establish clear norms for faculty workload. Finally, once that recommendation is in place, the 201213 Faculty Welfare Committee moves that the 201314 Committee recommend to the Faculty Senate ways in which faculty should be compensated when their workloads exceed the established norms.

Rationale:

Over the course of Spring semester 2013 the Faculty Welfare Committee has been discussing the amount of faculty work that goes beyond the expected levels of teaching and service to the institution. Such uncompensated work includes but is not limited to, for example: 1) helping undergraduate students conduct research; 2) supervising graduate students; 3) supervising independent study of undergraduate and graduate students; 4) extraordinary service to the department, college, or university; 5) work on program accreditation; 6) assuming teaching responsibilities for indisposed colleagues; 7) mentoring Honors students and supervising Honors students' theses. During this
discussion, the committee acknowledged that the lack of established basic workload standards for faculty may be a function of Georgia Southern’s “growing pains” and the attendant rise in workload expectations. In light of the sense that faculty are either uncompensated or undercompensated for some of their work the Committee discussed ways in which this situation might be remedied. Therefore, in order to begin the process of determining equitable workloads and levels of compensation for faculty across campus the committee passed the following motion. Submitted by Robert Costomiris Chair, Faculty Welfare Committee

**SEC Response:**

5/28/2013: This item was not approved for procedural reasons. A senate committee should not give itself a charge through a senate motion. The SEC will charge the committee accordingly.

**Senate Response:**

6/4/2013: One of the rejected motions, Equitable Workload and Compensation for Faculty, was from the Faculty Welfare Committee to charge itself and the SEC will instead charge the FWC.