

Georgia Southern University

Digital Commons@Georgia Southern

Faculty Senate Index

Faculty Senate

3-4-2020

Paying 9 Month Contract Faculty over 10 or 12 Months

James Harris

Follow this and additional works at: <https://digitalcommons.georgiasouthern.edu/faculty-senate-index>



Part of the [Higher Education Administration Commons](#)

This motion request is brought to you for free and open access by the Faculty Senate at Digital Commons@Georgia Southern. It has been accepted for inclusion in Faculty Senate Index by an authorized administrator of Digital Commons@Georgia Southern. For more information, please contact digitalcommons@georgiasouthern.edu.

Senate Executive Committee Request Form

SEC via campus mail: PO Box 8033-1

E-Mail: fsoffice@georgiasouthern.edu

Standard View

Close

Motion Request

3/4/2020

SHORT TITLE:

(Please provide a short descriptive title that would be suitable for inclusion in the Senate Agenda.)

Paying 9_Month Contract Faculty over 10 or 12 Months

MOTION(s):

(Please write out your motion in the exact form/wording on which you want the Senate to vote.)

The Faculty Senate at Georgia Southern University recommends that faculty can choose between receiving their 9-Month Contract salary over a 10 month period or a 12 month period as soon as possible as allowed by University System of Georgia.

RATIONALE(s):

(Please explain why the motion should be considered by the Faculty Senate, remembering that the Senate does not deal with issues limited to individual colleges or administrative units. Include pertinent data and source references for information and/or language.)

After receiving an RFI entitled Paying 10-Month Faculty over 12 months (VanMilligan, CBSS), discussions within the Faculty Senate Welfare Committee, and numerous previous discussions of the SEC, the SEC felt it was time to move this motion forward. 9-Month Faculty currently paid over 10 months should be allowed to choose if they want their salary paid over 10 or 12 months.

If you have an attachment, press the button below to attach to form.

 Click here to attach a file

 Click here to attach a file

 Click here to attach a file

 Click here to attach a file

Submitted by:

hwbland

Phone:

4785137

E-Mail:

jkharris@georgiasouthern.edu

Re-Enter Email:

jkharris@georgiasouthern.edu

ACCEPTABLE USE POLICY

This site is for use exclusively by Georgia Southern University faculty, staff, and administrators. Submissions are reviewed by the SEC for relevance to the mission and business of the Faculty Senate. This site is a tool not for debate but solely for information exchange. Redundant and contentious submissions will not be accepted. Note to faculty users: Double-check your data before submitting, because the data cannot be edited afterward.

Approval

Response:

Approved 

SEC Response:

2/28/2020 

The motion is approved and sent forward to the Faculty Senate for deliberation on March 11, 2020.

Senate Response:

3/11/2020 

Rationale: After receiving an RFI entitled Paying 10-Month Faculty over 12 months (VanMilligan, CBSS), discussions within the Faculty Senate Welfare Committee, and numerous previous discussions of the SEC, the SEC felt it was time to move this motion forward. 9-Month Faculty currently paid over 10 months should be allowed to choose if they want their salary paid over 10 or 12 months. Jennifer Kowaleski (CAH) seconded the motion. Discussion: Michelle Haberland (CAH) spoke in favor of this motion. She noted that it will make a substantial change. She thanked the USG for making this option possible as it will make a difference in faculty members' lives. Jennifer Kowalewski (CAH) noted that many faculty rely on summer teaching. Now, summer teaching is harder to get, so this will make a big difference. Wayne Johnson (PCEC) asked if faculty would have a choice. Rob Whitaker (VP Finance) said that the USG is migrating to OneUSG Connect. Until that is complete, we will not have a unified system to implement this. Once the unified system is in place, within the next fiscal year, this can move forward. President Marrero noted that all system presidents have supported this and will continue to push it forward. There should be options for how salary can be distributed. Heidi Altman (CBSS) asked about how insurance would be handled. Rob Whitaker (VP Finance) said that premiums would be spread out across all twelve months. He made clear that this does not change contracts. Faculty are still on nine-months contracts but salary is spread out over twelve months. Andrew Hansen (JPHCPH) clarified that this is simply spreading money out and not changing contracts. President Marrero confirmed. Barbara King (CBSS) asked if this choice would be in contracts. Rob Whitaker (VP Finance) stated that the implementation plan will lay out how this might be done. President Marrero added that he does not have the authority to implement the motion but will push for it at the USG system level. Michelle Haberland (CAH) suggested a friendly amendment so the president could sign this motion. Her amendment: adding language 'as soon as possible.' Amended Motion: Faculty can choose between receiving their 9-Month Contract salary over a 10 month period or a 12 month period as soon as possible per the USG. Bill Wells (PCB) seconded the amended motion. There was no further discussion. The amendment passed. After a friendly amendment to add "as soon as possible as allowed by the University System of Georgia" the motion was passed unanimously.

Presidents Response:

3/13/2020 

The President agrees with the amended motion, that faculty can choose receiving their salary over a 10 month period or a 12 month period as soon as possible per USG.

-  Click here to attach a file
-  Click here to attach a file
-  Click here to attach a file
-  Click here to attach a file