

Q& A's for FY2011 Tenured Faculty Payroll Reduction and Workload Adjustment Plans

I. Payroll Reduction/Unpaid Leave Calculations

Q. How is the payroll reduction and workload adjustment applied to tenured instructional faculty on B contracts?

The tenured faculty may choose a 4.6% payroll reduction on their B contract salary, OR they may choose to participate in their college course workload adjustment plan.

Q. How is the payroll reduction and workload adjustment applied to tenured instructional faculty with A contracts or B contracts with stipends?

- A 4.6% payroll reduction is applied to the A contract portion above the B contract base salary, or the B contract with a stipend, above the B contract base salary. *This applies only to tenured instructional faculty below the level of dean with a B contract base salary.*
- The B contract portion of the faculty contract is then subject to a workload adjustment calculation, unless the tenured faculty member has selected the pay reduction option for their "B" base contract as well.

Q. What are the options for untenured instructional faculty?

Untenured faculty must participate in the 4.6% payroll reduction/unpaid leave plan, as do untenured and tenured administrative faculty, such as Deans and above.

II. Instructional Workload Adjustment Calculation

Q. Who is included in the tenured faculty instructional workload adjustment calculations?

All tenured instructional faculty with a B contract base salary who do not choose the 4.6% payroll reduction will be included in the calculation for the FY2011 workload adjustment.

Q. How is teaching load increased in lieu of the 4.6% voluntary pay reduction?

Each dean will receive a template that calculates the FY 2011 instructional workload goals for their college. These goals are based on the assumptions outlined in the following Q&A, and consist of two options from which the deans must choose to demonstrate a teaching load increase. The first option applies an increase in the number of courses taught by tenured faculty, while the second option applies an increase in the student credit hours taught by tenured faculty. Deans will be provided with a list of the tenured faculty in their college as of FY 2009.

Q. How does ½ course per faculty in FY2011 relate to a 4.6% decrease in salary?

The assumptions leading to ½ course per faculty are based on the Board of Regents policy that full-time faculty at the universities have a base annual instructional load of 3-3 or 3-2, three-credit courses and

that teaching is 50% of the normal faculty workload. With each course making up 8.3-10% of instructional workload, ½ of a course would amount to a 4.2 to 5%, or an average of 4.6% increase in workload over the annual year.

Q . Does the increase in tenured faculty teaching workload have to occur in the FY2011 academic year?

No. The calculated increase in courses for tenured faculty can be met over the FY2010 and FY 2011, *however, at least half of the increase should be applied to FY 2011.*

Q. Are tenured faculty on leave included in the FY 2009 base number calculations?

Yes, all faculty on leave will be included in the FY 2009 base calculations *with the exception of faculty who will be on leave without pay (LWOP) in FY 2011.* The vacant lines for faculty on LWOP in FY 2011 will be reduced by 4.6%, and thus should not be included in the instructional adjustment calculations.

Q. What if a tenure-track faculty member is untenured now, when the forms are completed, and then receives tenure effective July 2010?

A faculty member who receives tenure effective July 2010 for the FY2011 fiscal year, will be given the option to complete a new Declaration of Unpaid Leave/Workload Adjustment form. If they choose to forgo the 4.6% pay reduction, they will be included retroactively in the workload adjustment calculations, and the teaching goals for the college adjusted accordingly.

Q. Are tenured faculty with A contracts or stipends above their B base contracts included in the college teaching load adjustment calculations?

Yes, they are included unless they have opted for the 4.6% voluntary pay reduction *on their "B" base contract in addition to their A contract and/or stipend.* All tenured faculty are counted as one faculty in the calculation, regardless of their teaching reassignments.

Q. Can tenured faculty earn/work for *Extra-Contractual Compensation (ECC) while on voluntary unpaid leave?

No, neither tenured or non-tenured faculty may earn ECC on the day of unpaid leave.