

Faculty Senate Response to 2015 Summer School Pilot

Faculty Senate sponsored a survey allowing faculty members to anonymously respond to questions about the 2015 Summer School Pilot. Our initial response to the pilot was one of indignation that faculty would even be asked to work for less, but as representatives of faculty we wanted to make sure we were representing our constituents accurately. While the survey was inconclusive in support or rejection of the pilot, with 53% against repeating it and 47% in favor, the majority of comments indicated frustration and discouragement with being asked to teach for less. And of the 47% who said they were in favor, 60% said that they would not teach for less.

We respect that some faculty are willing to work for less than full pay when that amount is still more than they would make if the class were to be canceled. We also respect that faculty are willing to make personal sacrifices for students to progress. We were and remain concerned that non-tenured faculty would feel pressured to say “Yes” to the question, “Would you be willing to teach for less?” as could senior faculty shepherding upper division students needing required but low enrollment classes to graduate.

The recommendations of the Faculty Senate are as follows:

- Faculty be paid **first and in full** for courses with enrollment in the summer (and winter) terms.
- The university budget should be structured so that summer school monies supplement the 12 month budget, not help sustain it. And if the university does not meet summer financial goals consideration should be given to reducing administrative salaries for summer work.
- Allow academic units at the appropriate level(s) (e.g., programs, departments, colleges, university) to retain flexibility to “revenue shift” based upon requirements and/or priorities.
- Reconsider the actual need for an administrative office of summer/winter terms.