



AD HOC COMMITTEE ON SENATE OFFICER COMPENSATION

Revised: March 27, 2024

Charge:

S-2312

Description:

To provide guidelines for appropriate compensation for Senate officers and other Senators whose duties as Senators represent a significant fraction of their university obligations. The resources for such compensation should be provided in a manner that does not create conflicts of interest. Procedures for such compensation already in place at some of our peer aspirant universities may serve as useful models.

Background:

As Rutgers University grows larger and even more complex, it is appropriate to examine the scope of the responsibilities delegated to the University Senate who support the University's overall mission.

Attending to the ever-growing list of responsibilities of the Senate is a significant challenge for its officers. Even with a highly skilled faculty, staff, students, and alumni, the time dedicated to address multiple standing committee charges can be time consuming outside of regular work hours.

Concerns about providing adequate support for Senate Officers is not new.

In February 2018, the Senate's Faculty and Personnel Affairs Committee recommended that Part Time Lecturers (currently Lecturers) receive a stipend, course release rate, or some other equitable method participation in the University Senate (S-1707). On March 5, 2018, President Robert Barchi did not accept the recommendation based on the collective bargaining unit union contract.

In September 2005, the Senate's Structure and Governance Committee recommended that the Senate Chair receive compensation due to the increased responsibilities of the position. The recommendation, however, was limited to a Faculty or Student Chair. A Faculty Chair's home department provide one course release; and a Student Chair receive elective or independent course credit. On April 16, 2006, President Richard L. McCormick accepted the recommendation but was subject to the approval of the Chair or Dean of the incumbent's department and school.

According to Senate records, two Senate Chairs received compensation. One Staff Senate Chair received monetary compensation in their terminal year of their three-year tenure appointment. One Faculty Senate Chair received monetary compensation (equivalent to one course release) during their first semester as Chair and did not receive compensation during the second year.

Therefore, the committee finds considerable inconsistencies in compensating senators in senate leadership positions and lack of compensation of their efforts in the senate.

Research:

The committee sent a survey to the Big Ten schools' university senate to assess senator compensation. The results are listed below:

School	Chair	Vice Chair	Immediate Past Chair	Secretary	Committee Chairs	Senators
Iowa	Case-by-case basis request for one course release per semester. Request made to Dean or Provost.	Departments are asked to adjust service load in the department and unit.	N/A	One full-time administrative staff member to coordinate meetings and policy updates/ dissemination.	N/A	N/A
Maryland*	\$30K stipend for 3 years (as chair, chair elect & past chair combined) and all-campus parking pass			No position	N/A	N/A
Minnesota*	\$50K stipend - can be used for course buy out, teaching release, etc. Typically negotiated on a case-by-case basis with a Department Head/Chair.	\$20K stipend - can be used for course buy out, teaching release, etc. Typically negotiated on a case-by-case basis with a Department Head/Chair.	N/A	No position	\$10K stipend for each committee chair.	N/A
Northwestern	Two course release (admin funds these for each of the chairs) and \$5K in research funds	One course release. \$2.5K in research funds	One course release. \$2.5K in research funds	Full-time staff member	N/A	N/A
Ohio State*	Case-by-case basis request for one course release per semester. Request made to Dean or Provost.	N/A	N/A	Part time administrative position held by a faculty member	\$1.5K each plus bonus awards based on workload that year	N/A
Penn State**	100% release from teaching and research. 1/2 is paid by the Provost and half by the unit.	50% release from teaching and research.	25% release from teaching and research paid by the unit	25% release from teaching and research paid by the unit	Department is asked to adjust service load in the department and unit.	Department is asked to adjust service load in the department and unit.

School	Chair	Vice Chair	Immediate Past Chair	Secretary	Committee Chairs	Senators
Purdue	\$20K stipend: can be used in theory to negotiate course release, but won't really cover more than one class; parking pass	\$5K stipend; parking pass	parking pass	Secretary of Faculties is a half-time administrative position: \$5K stipend; six weeks summer salary; 2 course releases/year; parking pass	\$3K per year	N/A
Nebraska-Lincoln	\$15,000 release to buy Chair out of one course per semester during the year that they are chair. (Service apportionment increased. Teaching apportionment decreased.)	N/A	N/A	One full-time administrative staff member to coordinate meetings and policy updates/dissemination.	Department is asked to adjust service load in the department and unit.	Department chair is asked to adjust service load accordingly.
Illinois*	\$15,000 discretionary fund; Provost also buys out one course in unit; plus six weeks of summer salary.	N/A	N/A	One full-time administrative staff member to coordinate meetings and policy updates/dissemination.	\$15,000 discretionary fund	N/A
Michigan	50% 9-month salary, but is given to the unit (mostly for buying down teaching)	\$5K stipend for discretionary funding	\$3K stipend for discretionary funding	\$3K stipend for discretionary funding	N/A	\$3K stipend for discretionary funding only for the members of Senate Advisory Committee on University Affairs
*Senate composed of Faculty, Staff, and Students **Senate composed of Faculty, Students, administrators appointed by the President, and ex-officio administrators. (Partial survey was completed by other Big Ten Schools in December 2022: BTAA Shared Governance Compensation and Incentives Database)						

According to the survey results, each school provides some type of compensation to the Chair. The various other positions vary by school.

The majority of the Big Ten schools have faculty-led Chairs. Rutgers is unique that the University Senate represent five different constituencies: Faculty, Staff, Students, Alumni, and Administrators. Different models were discussed during weekly meetings to address the inequity amongst the constituents, as well, how to structure a senate compensation model. Appendix A: Table 1 New Minima Pay Scale for Adjunct Faculty was utilized as the base for senator compensation.



Recommendation:

To ensure Senators are provided the needed support to carry out their duties, to provide a consistent and equitable level of support across all constituencies, and to promote transparency for Senators considering running for an officer's post, the administration should take steps to establish a uniform policy of support based on the following recommendations.

The Senate should prepare, request, and oversee the Senate budget with a yearly allocation accounting for the following:

1. The Senate Chair and Senate Vice-Chair should be consistently compensated for their service to the Senate as follows:
Chair - 1 course release or current minimum Lecturer salary, 3-credit course, or equivalent per year;
Vice-Chair - $\frac{1}{2}$ current minimum Lecturer salary or equivalent per year.
2. The Senate Standing Committee Co-Chairs should be consistently compensated for their service to the Senate as follows:
Co-Chair - $\frac{1}{4}$ current minimum Lecturer salary or equivalent per year.
3. Senators (not mentioned from 1 – 2) should receive a stipend or equivalent in the amount of \$500 at the end of each senate service year provided that they attend at least two-thirds of all senate meetings.
4. Faculty Senators (TT, NTT and Lecturers) should receive clear written service credit.
5. Promotion should not serve as compensation for Senate service.

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Appendix A:

TABLE 1. New Minima Pay Scale for Adjunct Faculty

Pay for a typical three-credit class under this contract:					
	PTL 1	PTL 2	PTL 3	PTL 4	PTL 5
Fall 2022	\$7,530	\$8,283	\$9,111		
Fall 2023	\$7,788	\$8,567	\$9,423	\$10,366	\$11,402
Fall '24/Spring '25	\$8,055	\$8,861	\$9,747	\$10,721	\$11,793
Fall '25/Spring '26	\$8,331	\$9,164	\$10,081	\$11,089	\$12,197

NOTE: Previous base pay for PTL 1 was \$5799 per 3-credit course.