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SR-07-08-(13) 44 FPC

Marshall University

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FACULTY PERSONNEL COMMITTEE RECOMMENDATION

SR-07-08-(13) 44 FPC

Recommends creating a Professor-Senior Level rank at Marshall University.

RATIONALE:

Definition:

This level is designed to honor and reward veteran faculty members who hold the highest rank open to them and have continued and enhanced the teaching, scholarship and service they demonstrated in earning their earlier promotions. Once earned, the new level is permanent. A 10% raise will accompany the new level. Salary enhancements provided under this program would be made in addition to any other form of salary increases (merit, performance, equity, etc.) for which the faculty member might qualify in the year of application.

Rationale:

The Marshall University Faculty Personnel Committee recommends the creation of a "Senior" level designation within the Professor rank for the following reasons.

Marshall University salaries for those at Professor rank consistently lag behind similar professionals at peer institutions (generally Marshall University professors' salaries average less than 87% of average peer institutions; in some cases much less). Additionally, salary increases, merit plans, and hiring practices have changed over time in various ways that have produced both salary inequity and salary inversion (lower rank faculty making equal or higher salaries than more senior faculty). This proposal specifically seeks to address this collection of problems by rewarding dedicated professors for ongoing accomplishments.

Creating a "Senior" level also specifically rewards professors who demonstrate dedication and loyalty by staying at Marshall University through long years of service, even though they could be better compensated elsewhere. This recognition and salary increase will encourage continued accomplishments and foster retention of faculty. It may also enhance retention at other ranks as faculty members recognize the opportunity for further salary enhancement once they are fully promoted.

Summary: The creation of a Senior level Professor rank helps accomplished professors maintain a competitive salary, encourages continued creativity, and fosters retention.

Eligibility:

- To apply for the Professor-Senior Level rank, the faculty member must be tenured faculty as defined in *The Greenbook* or librarians¹ who have completed a minimum of five years of experience at "Professor" rank at Marshall University (an approved leave or sabbatical or professional development activity will be considered as service in rank).

¹ Librarian track is a non-tenure track.

- Review of someone who has served at least five full years would occur in the following year with any increase, due to promotion, taking effect during the seventh year.
- Must have a full time appointment at the time of application and award.

Education Requirements and Criteria:

For the Professor-Senior Level, the education requirements and criteria for evaluation are identical to those currently in effect for Professor rank as described in *The Greenbook* and the specific academic unit where the faculty resides.

Explanation: Faculty must consistently demonstrate significant and substantial contributions in the traditional areas of the University's mission (librarianship/teaching, research, and service) at a level comparable to the current standards² that would qualify a faculty member for promotion to the rank of Full Professor. After attaining Professor rank, the faculty member would have to accumulate a *new* body of work (librarianship/teaching, research, and service) that meets the requirements for rank; as with other promotions, a body of work used to meet the requirements of one promotion cannot be reused to meet the requirements of subsequent promotions.

The program will be phased in over two years. Eligible for review during 2007/2008 are those fully-promoted faculty members whose promotion or appointment to the above rank took effect at the beginning of 1997-98 or earlier. Any salary increases provided will take effect in 2008-09. In 2008-09, those whose promotion or appointment to the eligible rank took effect with the start of the 2003-04 or earlier academic year will be eligible for review.

Funding:

Funding for the salary enhancements will be provided from the source(s) usually used to fund faculty promotions.

FACULTY SENATE CHAIR:

APPROVED BY THE FACULTY SENATE: Lang Strickler DATE: 12/13/2007

DISAPPROVED BY THE FACULTY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT

APPROVED: _____ DATE: _____

DISAPPROVED: [Signature] DATE: 2/4/08

² "Current standards" for rank are defined as: Meeting the requirements for promotion as defined by *The Greenbook*, as interpreted by each College, Division, or Department at the time of application.

COMMENTS: See Attachment

Attachment
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This recommendation is disapproved with the following suggestion:

1. The policy should be amended to include specific criteria above and beyond the current criteria for professor/senior level.
2. A cost analysis study should be conducted to determine the cost of the program and the impact on future faculty raises.
3. The policy needs to address the time period after denial of promotion within which the faculty member may reapply and how many times they may reapply.