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SR-06-07-11 FPC

Marshall University

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FACULTY PERSONNEL COMMITTEE RECOMMENDATION

RETURNED TO COMMITTEE

SR-06-07-11 FPC

The Marshall University Faculty Personnel Committee recommends the creation of "Senior" level designations within Professor and Associate Professor ranks.

Definition: These levels are designed to honor and reward veteran faculty members who hold the highest rank open to them (Associate or Full Professor) 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.

RATIONALE:

Marshall University salaries for those at both Professor rank and Associate Professor rank consistently lag behind similar professionals at peer institutions. 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 "Senior" levels 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 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 Senior levels of the Professor or Associate Professor ranks helps accomplished professors maintain a competitive salary and encourages retention.

Eligibility:

- To apply for the Professor rank-Senior Level, a faculty member must have seven (7) years of experience at "Professor rank" at Marshall University.
- Faculty may apply for Senior Level at the Associate Professor rank, if Associate Professor is the highest rank for which they are eligible. To apply for the Associate Professor rank-Senior Level, a faculty member must have seven (7) years of teaching experience at "Associate Professor rank" at Marshall University, and Associate Professor rank is the highest rank that such a faculty member can attain.

Educational 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*.

For the Associate Professor/Senior level, the education requirements and criteria for evaluation are identical to those currently in effect for Associate Professor rank as described in *The Greenbook*.

Explanation: Faculty must consistently demonstrate significant and substantial contributions in the traditional areas of the University's mission (librarianship/teaching, research, service) at a level similar to those contributions that qualified the faculty member for promotion to the ranks of Associate or Full Professor. After attaining whichever rank (Associate or Professor) 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.

Eligible applicants must submit a detailed letter citing all their achievements since their last promotion and a current Curriculum Vita.

Funding:

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

Effective date:

To be effective academic calendar year 2007/2008.

FACULTY SENATE CHAIR:

RETURNED TO
COMMITTEE:

Larry Stikler

DATE:

11/30/2006

UNIVERSITY PRESIDENT:

READ:

[Signature]

DATE:

12/01/2006

COMMENTS: At its November 27, 2006 meeting the Executive Committee questioned: why

there were two faculty ranks, Professor and Associate Professor, that could qualify for the senior level

designation; beginning in the Definition section and stated again in the Eligibility section, why it is

stated that Associate Professor is the highest rank for which they are eligible—when in fact, all faculty

can work toward the Professor rank; in the last paragraph in the Educational Requirements and Criteria

section—it was agreed that this paragraph needs to be more specific in what must be provided to

substantiate the request for promotion to the senior level.