

11-21-1997

SR-97-98-8 (IS), Individual Senator Resolution

Marshall University

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**INDIVIDUAL SENATOR
RESOLUTION**

SR-97-98-8 (IS)

Faculty members at Marshall University have the following concerns regarding the Strategic Planning Update:

1. **Release Time and Sabbatical Leave:** The Strategic Plan calls for reduced release time and fewer sabbatical leaves. Believing the pursuit of research enhances the educational experience for faculty and students, release time and sabbatical leave should be continued at current levels or expanded.
2. **Average Salary Calculation:** The Strategic Plan should bring average faculty salary to 101% of peer averages. This average should be calculated by rank within each discipline.
3. **Administrative Salaries:** Average administrative salaries should be brought to 101% of those at peer institutions.

The Faculty Senate shall respond to the Strategic Plan by forwarding this recommendation directly to the Board of Trustees.

RATIONALE:

1. Research and scholarly activity are fundamental to the functioning of higher education. The pursuit of research keeps faculty abreast of developments in their area of expertise.
2. Calculating salary averages in rank allows for a more even and fairer distribution of available money. Under the entire faculty average, one college might be funded at 100% and another college may only be funded at 90%.
3. Administrative salaries would be brought into line with faculty averages.

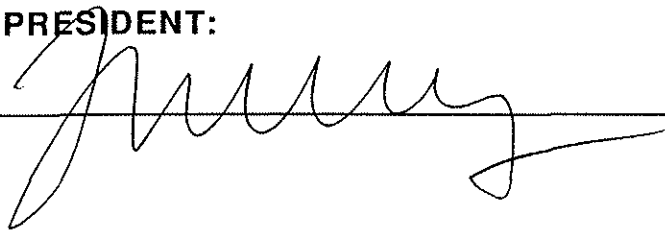
FACULTY SENATE PRESIDENT:

APPROVED
BY SENATE:  DATE: 11-21-97

DISAPPROVED
BY SENATE: _____ DATE: _____

UNIVERSITY PRESIDENT:

READ: _____ DATE: _____



COMMENTS:

Amended on the senate floor, 11/20/97. Please note that the deletions are ~~crossed-~~

~~out~~ and the additions are in **bold** print. The amendments were as follows:

1) Release Time and Sabbatical Leave: The Strategic Plan ~~is to~~ **should** bring average

faculty salary to ~~95%~~ **101%** of peer averages. This percentile is calculated over the

the entire faculty. This average should be calculated by rank within each college.

3) Administrative Salaries: **Average** administrative salaries should be brought to ~~95%~~

101% of those at peer institutions. UNDER RATIONALE: 1. Research and scholarly

activity are fundamental..... The pursuit of research ~~keep~~ **keeps** faculty abreast of

2. Calculating salary averages in rank allows for a more even **and fairer** distribution

of available money.