

Resolution # 28 1990-91

President
Faculty Senate
Campus

TO: President John E. Van de Wetering

FROM: The Faculty Senate

Meeting on 4/15/91
(Date)

APR 15 1991

RE:

- I. Formal Resolution (Act of Determination)
 - X: II. Recommendation (Urging the fitness of)
 - III. Other (Notice, Request, Report, etc.)
- For your information

SUBJECT: Recommendation regarding Summer School Teaching Stipends

Signed

Thomas D. Kalle
(For the Senate)

Date Sent 4/17/91

TO: The Faculty Senate

FROM: President John E. Van de Wetering

RE: I. Decision and Action Taken on Formal Resolution

- a. Accepted. Effective Date _____
- b. Deferred for discussion with the Faculty Senate on _____
- c. Unacceptable for the reasons contained in the attached explanation

II, III.

- a. Received and acknowledged
- b. Comment:

DISTRIBUTION:

See attached list.
For full resolution call Faculty Senate

Distribution Date

5/8/91

Signed:

[Signature]
(President of the College)

RECOMMENDATIONS REGARDING SUMMER SCHOOL TEACHING STIPENDS

WHEREAS the Budget Subcommittee of the Faculty Senate Executive Committee, the Summer School Stipend Subcommittee of the Standing Committee on College Environment, and the Standing Committee on College Environment have examined jointly the Financial Statement for the 1990 Summer Session, a statement of projected revenues from the 1991 and 1992 statement of projected revenues from the 1991 and 1992 Summer Sessions and a survey of 1989 Summer Faculty Salaries,

and

Whereas each committee has endorsed unanimously the report and recommendations of the Budget Subcommittee and Summer School Stipend Subcommittee,

Therefore be it Resolved that the Faculty Senate of the SUNY College at Brockport accepts the report of its subcommittees and adopts the recommendations of this report:

1. Given the magnitude and uncertainty of the 1991-92 budget crisis, we recommend that the stipend be maintained at \$1800 per three-credit course in the 1991 Summer Session. Increased revenues from the 1991 Summer Session should be used to reduce the impact of the cuts to the 1991-92 budget.
2. We recommend that the tie between summer teaching stipends and entry-level adjunct faculty stipends be removed before the 1992 Summer Session. Entry-level adjunct faculty stipends should be competitive with stipends offered by other Rochester Area Colleges but should not exceed the summer teaching stipend for experienced full-time Brockport faculty.
3. We recommend that funds be set aside to provide a substantial increase in summer teaching stipends for full-time faculty in the 1992 Summer Session. (Two frequently mentioned salaries in the survey conducted last fall were \$2500 and \$3000 per three-credit course.)

The Faculty Senate thanks Vice President Edward Kumar and Associate Vice President Robert McLean for their cooperation in providing data and assistance in interpreting its significance during the committees' deliberations.

BROCKPORT

State University of New York
College at Brockport
Brockport, New York 14420

Chemistry
716) 395-2202

April 5, 1991

To: Faculty Senate

From: Linda Balog, Chair
Summer School Stipend Subcommittee
Senate Environment Committee

Kenneth D. Schlecht, Chair
Budget Subcommittee
Senate Executive Committee

Re: Summer School Teaching Stipends

The Faculty Senate's College Environment Committee distributed a survey to faculty and professional staff on stipends for summer school teaching in the fall of 1990. 140 of the 143 responses expressed the view that the summer school teaching stipend is set at an unreasonably low level. Many faculty indicated they have withdrawn from summer teaching while many others were seriously considering withdrawing. The general view was that (1) there are far more important things to be done professionally, and (2) there may be more rewarding non-professional things to do than teach for an income of \$1800. Many of the faculty who teach during the summer indicated that they were doing it solely out of a sense of commitment to their students.

A survey of 1989 summer teaching stipends at other SUNY four-year colleges shows that full professor's stipends range from \$1700 to \$2100 (mean = \$1850), while assistant professor's stipends range from \$1425 to \$1800 (mean = \$1665). Faculty at the university centers have significantly higher stipends, ranging from \$1870 to \$3440 (mean = \$2400) across all ranks.

Starting adjunct faculty stipends during the academic year at Brockport are the same as summer teaching stipend, \$1800 per three-credit course. While the tie of summer teaching stipends for full-time faculty to entry-level academic year adjunct faculty stipends is not a necessary feature of the salary structure of the college, it has existed for the past several years. Brockport adjunct salaries range from \$1800 to \$2739 (average = \$1974) since "seasoned" adjuncts have been given salary increases similar to the across-the-board increases awarded to full-time faculty. *Summer school teaching stipends for full-time faculty should not be less than adjunct faculty salaries for similar levels of experience (at Brockport).* As a point of information, adjunct faculty salaries at other Rochester Area Colleges for assistant through full professor ranged from \$1140 to \$2500 (mean = 1765) in 1988-89.

While these data show Brockport's summer teaching stipend is in line with other SUNY four-year colleges and with adjunct faculty stipends during the academic year in the area, the data do not prove that the stipend is a fair one; other data may be introduced to show the stipend to be unfair. For example, Brockport's average academic year salaries for assistant, associate

and full professors are \$37,900, \$48,200 and \$57,700. The summer school teaching stipend (\$1800 per three-credit course) is less than 5% of an average assistant professor's stipend. If it is assumed that one-half of the average academic year stipend is compensation for service and research while the other half is for teaching, and that the average teacher taught 18 FTE students per semester, then an average assistant professor should earn \$2106 for teaching 20 students (the summer school average) in a three-credit summer school course (while associate professors should earn \$2678, and full professors, \$3206).

Dr. Robert McLean, Associate Vice President of Academic Affairs, estimates that our summer school operating revenue will increase by \$58,992 in 1991 due to the recent \$300 per year tuition increase and that the revenue increase will reach \$121,266 in 1992 if an additional \$500 per year tuition increase is approved. These increased revenues would allow the summer teaching stipend to be increased to \$1950 in 1991 and to \$2100 in 1992 if SUNY revenue targets were raised proportionally and adjunct stipends were increased by an equal amount each year. Larger increases would be possible if adjunct stipends, both in the summer session and the academic year were fixed at \$1800 (not tied to full-time faculty summer teaching stipends).

Several uncertainties temper these projections. A few months ago it looked like the 1991-92 campus budget would be 3 to 6% lower than the 1990-91 budget; currently the reduction looks like it will be 5 to 8% instead. The increased summer session revenues could be used to reduce the impact of such devastating cuts. The 1992 Summer Session may be run entirely from an IFR account with the blessing of SUNY. It is not certain how summer operating costs will be charged back to the campus under this arrangement; and it will not be clear until well into 1991 whether the financial structure arranged by SUNY will allow for increases in the summer teaching stipend.

With these uncertainties in mind, we make the following recommendations with regard to summer teaching stipends:

1. Given the magnitude and uncertainty of the 1991-92 budget crisis, we recommend that the stipend be maintained at \$1800 per three-credit course in the 1991 Summer Session. Increased revenues from the 1991 Summer Session should be used to reduce the impact of the cuts to the 1991-92 budget.
2. We recommend that the tie between summer teaching stipends and entry-level adjunct faculty stipends be removed before the 1992 Summer Session. Entry-level adjunct faculty stipends should be competitive with stipends offered by other Rochester Area Colleges but should not exceed the summer teaching stipend for experienced full-time Brockport faculty.
3. We recommend that funds be set aside to provide a substantial increase in summer teaching stipends for full-time faculty in the 1992 Summer Session. (Two frequently mentioned salaries in the survey conducted last fall were \$2500 and \$3000 per three-credit course.)

State University of New York
College at Brockport
Brockport, New York 14420

Faculty Senate
(716) 395-2586

November 19, 1990

John E. Van de Wetering, President
State University of New York
College at Brockport
716 Allen Administration Building
Campus

Dear Dr. Van de Wetering:

As you are aware, Dr. Linda F. Balog, Chair of the College Environment Committee's Summer School Stipend Subcommittee, has circulated a Summer School Stipend survey to all faculty and professional staff. I have enclosed with this letter both a copy of the survey form and a digest of faculty/professional staff response to the questions of the survey. You should note that a total of 139 members of the faculty and professional staff chose to respond to the survey.

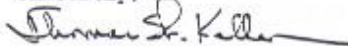
The digest of response is unambiguous in one respect: a substantial portion of the faculty and professional staff feels that the summer school teaching stipend is set at an unreasonably low level. Furthermore, it appears that many members have withdrawn from summer school teaching, while many other active faculty contemplate doing so. This perception, and the reaction of the faculty to this perception, should be taken very seriously. The quality and nature of our summer school program may be at risk.

I recognize that the summer teaching stipend is not structured to include compensation for non-teaching activities as the academic year salary is. Also the stipend should not be set so high that it tempts faculty members to abandon other, more rewarding pursuits, such as research. However, care must be taken to ensure that a fair return is allowed to those faculty who choose to devote their time to summer teaching activities. Summer school courses should be considered important parts of the complete academic program; it would be unwise to weaken these parts with a salary structure that invites only adjunct faculty to teach.

I suggest that Dr. Robert McLean meet with the Summer School Stipends Subcommittee to develop a plan by which stipends may be increased without having an adverse effect upon enrollments, upon the number of courses offered, or upon the financial structure of the College. I am sure a workable plan can be devised, and will receive strong faculty support, if faculty are asked to participate in its development and are then made aware of the detailed financial structure of summer school.

Thank you for consideration of these matters.

Sincerely,



Thomas W. Kallen, President
Faculty Senate

Enc.

xc: R. McLean
R. Incardona
L. Balog

SUNY
State University of New York
College at Brockport
Brockport, New York 14420
Office of the President
(716) 395-2361

December 7, 1990

Dr. Thomas W. Kallen
President
Faculty Senate
Campus

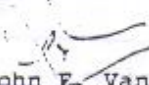
Dear Tom:

The survey you conducted with regard to summer pay is very interesting and documents that which we have suspected for some time.

It would be my hope that summer school stipends could be raised some time in the relatively near future but, given the fiscal problems of New York just now, I am hesitant to predict when that would occur. Possibly an opportunity for some modest improvement in summer pay will take place if a tuition increase is passed, but that will depend upon the revenue expectations we will face.

In the meantime, I am including a copy of a summer salary survey done within the system and a financial statement displaying the expenditures of the College for summer session. I think you will note from the survey that, once again, we are currently in the middle of the pack. Obviously, SUNY summer salaries are generally poor.

Sincerely,


John E. Van de Wetering
President

JEV:bws

Enc.

SUMMER 1989 FACULTY SALARIES *

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Lecturer</u>
BROCKPORT ¹	1800	1800	1800	1800
BUFFALO ²	2100	1800	1500	1200
CORTLAND	NA	NA	NA	NA
FREDONIA	1800	1800	1800	1800
GENESEO	1800	1800	1800	1800
NEW PALTZ	1700	1700	1700	1700
OLD WESTBURY	1800	1800	1800	1800
ONEONTA ³	1800	1650	1500	1500
OSWEGO ⁴	2025	1740	1425	1425
PLATTSBURG ⁵	8% of Base Salary or \$1700 (lowest)			
POTSDAM	1800	1800	1800	1800
PURCHASE	NA	NA	NA	NA

ALBANY ⁶	3000	2500	2000	2000
BINGHAMTON **	2300	2100	1900	
BUFFALO (UNIV) ⁷	2475-3440	2245-3055	1870-2680	
STONYBROOK ⁸	8% of Salary up to Maximum of \$2400			

*Based on 3 credit hour course unless otherwise noted

** Based on 4 credit hour course. Would adjust downward approx. \$200 for 3 credit hours. WOULD NOT ADJUST AS MUCH AS 25% DOWNWARD.

1. Trying to increase to \$2000 for 1990, but will probably not be successful. Will put pressure on to increase for 1991.
2. Trying to increase by \$100 for 1990.
3. Faculty lobbying to increase in 1990.
4. Under review
5. Under review
6. Figures shown are recommended guidelines for 1990. Can pay up to 2.67% of annual salary per credit hour.
7. Somewhat complex system. Each department uses a predetermined percentage of a percentage of the average base salary, for example:

	<u>Full Prof.</u>	<u>Assoc. Prof.</u>	<u>Asst. Prof.</u>
% of Base	75	90	100
% of Adj. Base	8	8	8

8. Under review. Current structure is...

Financial Statement - Summer Session 1990

Revenue billed	\$ 977,107
Revenue Applied to	
State Tuition Target	636,400
Overseas Programs (separate IFR)	10,254
	<hr/>
Revenue available for IFR	330,453
Carryover from Summer Session '89	17,900
Total IFR Revenue Available	\$ 348,353

Expenditures against IFR

Instructional salaries	188,950	
Summer Arts students	4,300	
Library Temp Service	15,000	} a correspond- ing amount was taken out of Library & ACS accounts & put into Faculty Travel (\$30,000).
Computing Temp Service	15,000	
Academic Adv. TS	1,450	
Minority Transition Prgm.	2,470	
Summer Arts Dance Contract	15,000	
Off campus travel (SS)	2,600	
Printing of Schedule	4,600	
Rental of off campus space	100	
Postage	3,885	
Fringe Benefits (28.96%)	54,546	
Overhead (15.5%)	41,199	
	<hr/>	
Total IFR Expenditure	\$ 349,096	
State Summer Session appropriation (remaining Instr. costs)	<u>420,500</u>	
Total Summer Session Expenditure	\$ 769,596	

Robert J. McLean
November 29, 1990

BROCKPORT

State University of New York
College at Brockport
Brockport, New York 14420

Office of
Vice President for Academic Affairs
(716) 395-2524
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SUMMER SESSION STIPENDS

	<u>1990</u>	<u>1991</u>	<u>1992</u>
1. Projected Revenue	\$980,000	\$1,133,080	\$1,415,679
2. SUNY Revenue Target	636,400	730,488	950,513
3. IFR Revenue (1. minus 2.)	343,600	402,592	464,866
4. Difference from '90	0	+58,992	+121,266
5. Cost of increase to \$1950		53,625	
6. Cost of increase to \$2100			\$ 107,250

Considerations

1. Should summer stipends be increased in the same year that 30-40 positions are cut?
2. Stipends for adjuncts who teach during the academic year have been pegged to summer stipends. Can we afford the increase when we are being cut?
3. Should the extra revenue in numbers 5. and 6. be applied to forestall the effects of cuts?

R.J. McLean
February 14, 1991