

## **Faculty Senate Resolution on Committee for Faculty Workload and Compensation Protocols**

Date Proposed: 09/11/20

Approved by Faculty Senate: 10/23/20

*Whereas*, current RSCC policies do not adequately address workload and compensation and are not applied consistently within each division, and

*Whereas*, it is a role of Faculty Senate, per the Faculty Senate Constitution to

- To express the collective opinion of the faculty to the administration of the college on any matter of concern to the faculty, and to provide for the administration a significant avenue for the dissemination, discussion, and evaluation of all matters of concern to the faculty.
- To initiate faculty input for the planning and implementation of college programs, policies, and facilities, and to serve as a vehicle for recommendations faculty make to address current college issues, problems, and institutional goals; and
- To aid in securing and maintaining adequate salaries, tenure, sound retirement systems, and such other benefits and improvements in conditions as will enable faculty to function effectively, and to provide a forum for the open discussion of faculty grievances and student concerns involving the faculty as a whole, and

*Whereas*, the Faculty Senate has attempted to address the issues of workload and compensation for multiple years, and

*Whereas*, the Faculty Senate has been advised that the college has a committee exploring workload but no updates have been made available to the Faculty Senate in recent years,

***Be it resolved*** that either the current administrative committee be amended to include one representative from each academic division to be recommended by the Faculty Senate or a new committee be formed for addressing faculty workload calculations and compensation protocol. In either case, the committee shall include administration and faculty recommended by Faculty Senate from each academic division.

- The goals of this committee should include clear, consistent written policies to serve as a reference and to ensure policies are applied equitably across situations.
- This committee should meet once per month during the academic year and provide updates at each Faculty Senate meeting.

Related Policies: PA-24-01 Faculty Job Description and AA-24-01 Assignment of Credit hours