

IRIS Academic Issues

1. *Administrative Stipends for Faculty*

Issue: The SAP software will provide the capability for handling administrative stipends for faculty in any number of ways; however any methods we choose will require very discrete position descriptions in order to establish them within the new system. Current practice is not consistent across colleges. The issue is whether we want to continue current practice or have more consistency across the academic units.

Background: Based upon feedback from the academic leadership within the Provost area, administrative stipends are handled in the following ways in various combinations within and across the academic units:

- A. As a part of the base salary for faculty (with full benefits attached). This may include a separate summer stipend for faculty with less than 12-month appointments:
 - 1. Stipend remains as a permanent part of the base salary regardless of change in assignment.
 - 2. Stipend ends when the administrative responsibilities end.

- B. As a separate assignment (no retirement benefits). This may include a separate summer stipend assignment for faculty with less than 12-month appointments. These stipends end when the administrative responsibilities end.

Recommendation: The overwhelming response from the academic community was to continue to maintain flexibility with regard to how stipends are handled. Although colleges may choose to have consistency within their own units, it is currently not feasible to require uniformity across the organization. At a minimum the new system should accommodate the options currently being used.

2. Faculty Vacation

Issue: The SAP software can track vacation accruals and utilization. Currently there is no official University tracking or accrual system for faculty vacation. Faculty with 10, 11, and 12-month appointments receive 22 days of vacation annually, and it is not accrued over time. Do we want this to change or do we want to continue the current practice for faculty?

Background: The feedback from the academic community indicates that some academic units have internal systems for tracking faculty vacation, but many do not. All of the responses reflect the desire to continue to have flexibility to manage faculty vacation within their units. They do not want more rules and complications with regard to "official" tracking and accrual of vacation for faculty.

Recommendation: Maintain the current rules and regulations and do not implement a University system for accrual for faculty vacation leave.

3. Part-time codes for Faculty

Issue: Is there a need within the new system to have status codes for faculty similar to those for staff to designate them as regular or temporary half-time or part-time?

Background: The difference between the status of "part-time or temporary" and "full-time" impacts what happens with benefits. Presently all part-time and temporary status faculty receive no paid benefits. .

Recommendation: At this time we do not need further differentiation within the status categories of part-time or temporary for faculty. If there is ever a change (as there was with staff) to provide benefits to faculty who are less than full-time, then we would need to have the flexibility to handle it.