

Guidelines for Compensation for Faculty Senate President

Approved by Provost Francis Galey, March 2021

In recognition of the service time demands on the USU Faculty Senate President, it has been the practice of the Provost's office to provide salary relief to the FS President's home department in the amount of 25%, 50%, and 25% of the academic year salary (for the three years of service required as future, acting and past Presidents, respectively).

The ability to secure salary relief (and to use this for various purposes) recognizes that faculty serving in this important role will need to reduce or adjust their normal teaching and research effort. The ability to provide compensation also has been critical to our ability to recruit faculty members willing to take on the serious time commitments associated with this important leadership position.

Appropriate uses of these salary relief funds can include any of the following options:

- a) **Course buyouts** as negotiated with the department head, at a rate consistent with practices in that unit. Salary relief funds can be carried over from one year to buyout courses in a following year (e.g., year 2 funds spent partly to cover year 3 courses).
- b) **Up to one month of summer salary support** for the acting President in recognition of the fact that some summer time is usually spent on faculty senate business and many research activities are pushed from the academic year to the summer during years of service. This would only be allowed if there are uncommitted summer months available to the faculty member.
- c) **Creation of a flexible research fund** that can be used to support the faculty member's research program (e.g., graduate student stipends and tuition, research travel, data collection expenses, research supplies and equipment, etc.). This fund would not be tied to any particular fiscal year.

Faculty elected to serve as President of the USU Faculty Senate will negotiate with their department heads and deans (or equivalent administrators) to determine how these salary relief funds may be used. The distribution of relief funds to these different uses should reflect the nature of the individual faculty member's role statement and the needs of their department or unit. A formal memorandum of understanding reflecting these arrangements should be signed by the faculty member, their department head, and the appropriate dean within 1 month of election as faculty senate president.

APPROVAL:

Francis Galey

USU Executive Vice President and Provost

03/23/2021

Date