


# RADFORD UNIVERSITY

Brian O. Hemphill, Ph.D.

President

TO: Jake R. Fox, Ph.D.  
Faculty Senate President

FROM: Brian O. Hemphill, Ph.D.   
President

DATE: September 8, 2017

RE: Faculty Senate Motion re: University Employment Outside of the Nine-Month Contract

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I have reviewed the enclosed motion, referred by the Faculty Senate Executive Council and the Resource Allocation Committee and passed by the Faculty Senate during the 2014-2015 academic year, recommending changes to the Faculty Handbook, specifically Section 3.1.3. Based on discussion by the Cabinet and the Leadership Council, the motion is not approved as presented due to the need to provide consistency throughout the University. With the motion as written, each College could adopt varying policies, thereby creating inequity among faculty. Although a standard “one-size fits all approach” will not work, there needs to be some level of consistency across all Colleges.

Although there is no formal language in the Faculty Handbook addressing this issue, there is specific language in the *Summer Session Policies and Procedures* document as outlined below.

Teaching Assignments and Instructional Stipends Section (Paragraph 1)

*“Colleges are responsible for developing budget and compensation models that reflect their own unique circumstances and challenges. Because these models evolve, because they are complex, and because they require modification in the face of rapid change it is imperative that the models be clearly communicated to faculty and Chairs. Models should be evaluated and, if necessary, updated yearly with a copy being sent to Academic Affairs and posted on individual college web site.”*

Teaching Assignments and Instructional Stipends Section (Paragraph 2)

*“Standard compensation for Summer Sessions for Teaching and Research faculty teaching a traditional course will be at the rate of 3.00 percent of the annual base salary per credit hour, with a minimum of \$1,248 and a maximum of \$2,808 per credit hour.”*

Please share this response with the full Faculty Senate.