**Faculty Affairs I Committee 2013-2014**

**Members:**

* K.C. Poole (Chair)
* Lanette Grate
* Rahul Mehta
* Kim Eskola
* Clayton Crockett
* Shoudong Feng
* Deborah Forssman Hill (Part-time Faculty Senator)

**Charge:**

In fall 2013, this committee was charged with investigating the policies and practices related to part-time faculty employment at UCA. The investigation was undertaken to address the following questions:

* Are policies and implementation consistent across colleges and departments?
* Is compensation consistent with adopted policies? To what extent is compensation competitive with other similar institutions within the state and region?
* What are the options for UCA benefits such as insurance, retirement, etc.?

**Summary of Activities**

In order to address the first two bulleted questions, the committee is currently still investigating how UCA policies and practices compare across colleges and departments and with peer and aspirant institutions. At this time, we do not have enough of our research completed to make any recommendations about needed changes at UCA concerning compensation and benefits, based upon comparisons with our peer and aspirant institutions. However, we do recommend that the committee continue to investigate this aspect of the charge in the 2014-2015 academic year. **See attached file that includes the list of peer and aspirant institutions and the questions formulated for inquiry into these institutions’ policies for part-time faculty.**

The majority of our time was spent creating a survey for UCA part-time faculty that would help us to learn more about the policies and the practices across colleges and departments and to understand the views held by the part-time faculty concerning issues of importance to them. **See two attached files** **to view the entire survey results.**

This survey was administered through Survey Monkey with the help of Amber Wilson in March 2014. The survey was sent out to the list of part-time faculty that was provided by the Office of Faculty Affairs. This is the same list of individuals that the Faculty Senate uses for annual election purposes of the part-time faculty senator. This list has over 200 names, but when the survey was sent out, only 171 of those individuals received the survey. This is possibly due to some individuals opting out of previous Survey Monkey activities so they cannot receive any communication through this means. However, of the 171 individuals who received the survey, 40 people responded.

The primary issue that we addressed with the survey in spring 2014 was the social security issue for part-time faculty. Here is the information that we included on the survey to educate the survey takers:

In 1998 the UCA administration stopped contributing to social security for part-time faculty who teach less than 9 credit hours per semester. Currently, for UCA part-time faculty, neither the employee nor the University pays social security taxes (6.2% after-tax contribution from pay check). Instead, only the UCA part-time faculty member contributes 7.5% of his/her $2600 per course/per semester to a retirement plan (TIAA-CREF), referred to as the “alternate social security plan.”

Reasons to support the current alternate social security plan:

* The UCA employee is employed full-time outside of the University so already contributes to social security.
* The belief that social security will not be in existence for an individual when he/she retires. So the UCA employee prefers to be in control of retirement funds.
* The UCA employee will rely on the social security benefits provided by a spouse in retirement.
* The alternate social security plan saves UCA money ($166,000 per year).

Reasons to support restarting payment of social security taxes (by the employee and the employer):

* Because the money contributed to TIAA-CREF is a finite sum (it will run out depending on how much a person puts into it) whereas paying into social security provides a person with the possibility of infinite years to receive the benefits from a person’s earnings throughout retirement.
* Paying social security taxes covers more than just retirement—there is disability insurance as well as survivor benefits for one’s spouse and children.
* When a person does not pay social security taxes, that individual does not earn work credits needed to receive full benefits. So, if a person becomes disabled and has not reached the required number of work credits, then that person and his/her family won’t qualify for disability insurance.
* Paying social security taxes would likely save the employee money (possibly $30-40 per course/per semester)

**Recommendation**

Based on responses to whether part-time faculty want UCA to continue with the alternate social security plan, **33.3%** voted to continue with this current plan and **66.7%** voted that they would prefer UCA to make a change and re-start contributions to social security.

*Therefore, the Faculty Affairs I Committee recommends that UCA discontinue with the alternate social security plan and, instead, re-start contributions to social security for all part-time faculty (who are teaching less than 9 credit hours per semester).*

**Planning for the Next Academic Year 2014-2015**

The Faculty Affairs I Committee would like to recommend that this committee’s charge be continued in the academic year 2014-2015. Based upon feedback we received from our survey of UCA part-time faculty, we recommend the following issues be addressed:

* Dominating part-time faculty concerns is the issue of pay. In over ten years, the part-time faculty pay has not increased. It has stayed at $2,600 per 3-credit course/per semester. Yet, the expectations for part-time faculty continue to increase every year. As our survey results show, many are being asked to participate in department meetings, workshops, orientations, committees, assessment, etc. There is no consistency, however, across departments and colleges for these expectations of part-time faculty.
* Related to issues of pay is the issue that there are some faculty (15% of our survey participants) who teach in more than one department and that there are some faculty (20% of our survey participants) who teach in more than one college. Of these individuals, 20% (in our survey) are still earning $2600 per course/per semester yet they are teaching the equivalent of a full-time load. One suggestion offered by a department chair on campus is to revise the faculty handbook language so that it specifies the maximum number of credit hours a part-time faculty member can teach at part-time salary wages.
* Research continues for information about peer and aspirant institutions’ policies regarding part-time (adjunct) faculty.