

**Recommendation to Senate-Faculty Affairs Committee:
Create a committee or task force to do research on how to improve employment
conditions for full time Lecturers at the University of Maryland**

By Boden Sandstrom, Lecturer, School of Music

I. Areas to Research

1. Salaries

- Base salary – how determined
- Policy on raises – how often and by how much
- System of merit raises – not included in current policy that was just passed

2. Description of Responsibilities

- Teaching load
- Other responsibilities

3. Research and Travel Grants (tenured and tenure-track faculty)

- Study Abroad Course Development Grant (Office of International Programs)
- International Travel Grant (Office of International Programs)
- Research and Scholarship Awards (RASA)
- Department travel funds to conferences (available to lecturers – dept. decision)

II. Reasons why research needed

1. Salaries

- Adequate compensation for contributions to University
- Advancement in profession
- Reward for service to University and Department community
 - Serving on or chairing University, Department or Student committees
 - Innovation in Departments
- To achieve above, many lecturers take on overloads

2. Description of responsibilities

- Base salary agrees with work load
- What is standard load for lecturers?

3. Research and Travel Grants

- Improve teaching and advising
 - By doing research and publishing
 - By staying current in field
- Be able to create Study Abroad Courses*

*This year I created 2 without benefit of travel grant: Balinese Performing Arts & Culture: Music, Dance and Puppetry and Manding Drumming & Culture in West Africa to Senegal