



University Senate CHARGE

Date:	September 1, 2010
To:	Robert Schwab Chair, Faculty Affairs Committee
From:	Linda Mabbs Chair, University Senate
Subject:	University Policies Related to Lecturers/Instructors & Research Faculty
Senate Document #:	10-11-04
Deadline:	December 1, 2010

The Senate Executive Committee (SEC) requests that the Faculty Affairs Committee review the attached proposal regarding policies for lecturers/instructors and research faculty at the University of Maryland.

The SEC feels that a preliminary evaluation will help determine whether there are areas of concern. Therefore, we ask that the Faculty Affairs Committee review the existing policies and comment on whether they are appropriate.

Specifically, we ask that you:

1. Review any existing University policies related to these constituencies including II-1.00(F) UNIVERSITY OF MARYLAND POLICY ON FULL-TIME and PART-TIME NON-TENURE TRACK INSTRUCTIONAL FACULTY.
2. Compare our existing policies to those at our peer institutions.
3. Comment on whether there are any areas of concern that should be reevaluated.

We ask that you submit your report and recommendations to the Senate Office no later than December 1, 2010. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.

**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