Clarification of Policy regarding Department Chair Compensation

WHEREAS, Article 9, Section 6(B) of the UIS Faculty Personnel Policies details how Department Chair compensation will be determined; and

WHEREAS, that policy may be read to be inconsistent with the University of Illinois General Rules, Article IV, Section 1(e), which dictates how such compensation shall be determined;

THEREFORE, BE IT RESOLVED THAT that the Campus Senate of the University of Illinois at Springfield approves the following changes to Article 9, Section 6(B) of the UIS Faculty Personnel Policies.

ARTICLE 9

PROFESSIONAL RESPONSIBILITIES

Section 6. Department Direction

B. In determining the appropriate amount of support, the following factors will be considered in relationship to the departments/divisions being administered: the number of degree programs included in the administrative unit (an undergraduate degree and graduate degree within one (1) department are considered separately for this purpose); the number of minor(s) and/or certificate program(s) included in the administrative unit; the number of online degrees, minors, or certificates in the administrative unit; the number of student major/minors served by the administrative unit; the extent to which the
department administrator interacts with external affiliations, student clubs, honoraries, advisory boards, etc. on behalf of the academic department(s); whether the department administrator, as opposed to other faculty in the unit for which separate compensation is provided, coordinates the unit’s internships, practicum, or clinical placements; whether the administrative unit offers degree program(s) on off-campus locations (consideration should be given to units that regularly offer two (2) or more courses at off-campus locations for which coordination is provided by the department administrator rather than the individual faculty teaching the courses or some other department administrator); the extent to which the department(s) maintain laboratories/studios for which the department administrator orders supplies, supervises staff, and/or provides oversight; the number of FTE part-time instructors regularly supervised by the department administrator; the extent to which the department(s) regularly conducts significant public affairs activities or offers general education coursework requiring coordination and direction by the administrator above and beyond the required for normal course scheduling; the number of FTE faculty included in the administrative unit; whether the unit’s administrator serves as fiscal officer for department accounts; whether the unit’s administrator regularly serves as fiscal officer on department grant accounts; the extent to which the administrator will be responsible for non-recurring and periodic activities; and whether the unit’s administrator does all the initial student advising for the department(s).

Every three to five years, the Dean, in consultation with an ad hoc faculty committee appointed by the College Executive Committee, will review and determine the extent to which the above factors contribute to the workload of the department chairs and assign compensation in accordance with the University of Illinois General Rules, Article IV, Section 1(e), which may include release time and stipends over the academic year and summer if warranted. The Vice Chancellor for Academic Affairs, in consultation with the
Deans and the faculty of the Campus Senate Executive Committee, will have responsibility for ensuring that comparability is maintained among the Colleges.

UI General Rules, Article IV, Section 1(e):

(e) Members of the staff required to render services during the academic year may be employed in the summer session or to perform research or other services during a period not exceeding two months and receive for each month of such service additional compensation at the monthly rate of one-ninth of the full-time rate paid for services required during the preceding academic year. Such employment may be for longer periods during the summer only upon the advance approval of the vice president/chancellor. Staff members required to render services for twelve months, with allowable vacation, shall not receive additional compensation for services rendered during the summer. For staff members rendering services partly on a twelve-month basis and partly on an academic-year basis, this regulation applies only to the twelve-month portion.