

**UHD Faculty Senate Resolution concerning Summer Salary at UHD/Spring 2014 /
1st-2nd Read - April 2014**

**2013-2014 UH System Summer Salary Study Ad-Hoc Faculty Senate Committee
Phil Lyons (Chair), Aimee Roundtree, Beverly Rowe, Stephen Wernet**

Whereas the summer salary for full time faculty at the University of Houston - Downtown is 1/12th of 9 month salary per 3 credit hour summer course,

Whereas the current policy for summer salary for full time faculty at the University of Houston - Clear Lake is 1/9th of 9 month salary per 3 credit hour summer course,

Whereas the current practice for summer salary for full time faculty at the University of Houston - Clear Lake is 1/11th of 9 month salary per 3 credit hour summer course,

Whereas the summer salary for full time faculty at the University of Houston - Victoria is 1/12th of 9 month salary per 3 credit hour summer course,

Whereas the summer salary for full time faculty at the University of Houston varies between 1/9th and 1/12th of 9 month salary per 3 credit hour summer course,

Be it resolved that the 14-15 UHD Planning and Budget Development Committee at the University of Houston - Downtown consider increasing the current summer salary stipend to 1/11th of 9 month salary per 3 credit hour summer course.

Q: Would this impact our ability to teach two courses at the faculty rate? Could they just say this implies one course instead of two?

A: The only change being requested is the change in stipend.

Q: How do we go forward on this?

A: Present this to the administration.

Q: Why does UH-Clear Lake not abide by their 1/9th policy?

A: They have one number in policy and one number in practice.

Comment: This should be a dialogue. We should approach this as a suggestion to administration for a direction to take rather than trying to box in administration.

A: This is not boxing in. This is requesting an improvement.
Amendment from the floor:

Be it resolved that the 14-15 UHD Planning and Budget Development Committee at the University of Houston - Downtown consider increasing the current summer salary

stipend to 1/11th of 9 month salary per 3 credit hour summer course for up to two courses.

13 in favor, 4 opposed

Amendment carries.

Q: Concern that this request is without context. We should have a policy that deals with summer salary. We should address our salary problems in a larger way, including regular salary.

A: We just had two salary adjustments.

Comment: Mr. Hugetz is aware of the summer salary differences. We should have this discussion in the budget and planning committee process. However, we have had declining summer enrollment, and we are offering fewer summer courses. Faculty are not incentivized to teach in summer.

Guest, Elaine Pearson, Provost's Office

Pearson brought documentation of the impact of a move to a 1/9 summer salary.

Urban Ed is in the black by close to \$3,000, and would be in the red by over \$32,000 if we went to a 1/9 summer stipend.

English is in the black by almost \$47,000, and would be in the red by over \$32,000 if we went to 1/9 summer stipend.

Comment: We are asking for 1/11 at this time. This is also meant to initiate discussion.

Motion to approve resolution as amended is approved (17 in favor, 4 abstentions).