

The UAF Faculty Senate passed the following at Meeting #214, April 4, 2016:

RESOLUTION:

WHEREAS the UA charges different leave and benefit rates to the units for overload teaching assignments for full-time faculty members than for teaching assignments for adjunct faculty and staff members. The benefit rate charged for overload teaching assignments for full-time faculty members is considerably higher than for teaching assignments for adjunct faculty and exempt staff, leading to the denial of overload contracts for full time faculty due to significantly higher cost; and

WHEREAS the UA currently charges the units combined leave and benefit rates of
UNAC 46.3% ((salary × 13.7% leave) × 28.7% benefits)
UAFT 45.5% ((salary × 12.7% leave) × 29.1% benefits)
for teaching overload contracts for full-time faculty members; and

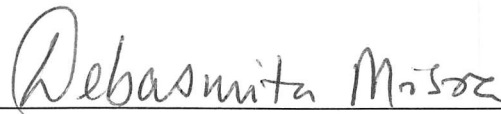
WHEREAS the full-time faculty member does not receive any additional benefits or leave except for incremental retirement contributions outside their main contract; and

WHEREAS the effective leave and benefit rate charged to units for teaching assignments for adjunct faculty and exempt staff members is 10.70%; and

WHEREAS as a result, overload contract for full time faculty members are charged an additional 35.6% UNAC, 34.8% UAFT in leave and benefits, substantially inflating the cost of these contract to the units. Because of the higher cost, some units regularly and categorically deny overload contracts to full-time faculty members; and

WHEREAS the question arises whether an overload teaching contract for full time faculty members truly generates leave and benefits cost of 35.6% UNAC, 34.8% UAFT warranting the charges to the units; now

THEREFORE BE IT RESOLVED THAT the UAF Faculty Senate requests the UA Statewide to set overload teaching contract leave and benefit rates for full-time faculty members in line with the teaching contract leave and benefit rates for adjunct faculty and exempt staff.



President, UAF Faculty Senate