

Whereas the Faculty Senate supports efforts to increase remuneration of faculty;

Whereas the upper administration's documented effort to reward meritorious faculty in instructor contracts requires these faculty to (1) wait five years for a possible reward, (2) increase their job duties with no commensurate increase in pay, and (3) received shorter notices of contract renewal;

Whereas Faculty Senate has expressed support for increased pay and job security for meritorious faculty in instructor contracts;

Whereas the Faculty Senate-initiated survey of tenure, tenure-track, and non-tenure-track faculty demonstrates broad faculty support for increased pay and job security for meritorious faculty in instructor contracts;

Whereas the upper administration has acknowledged in open fora that there are faculty in instructor contracts who are performing at a meritorious level;

Whereas the upper administration controls the budgeting and distribution of funds, including any funds designated for possible faculty remuneration;

Whereas the meritorious performance of faculty in instructor contracts is the performance of duties in addition to the standard duties assigned instructors;

Whereas current university policy allows for the remuneration of employees that perform work or duties in addition to their stated job duties;

Therefore, be it resolved that the Faculty Senate endorses the remuneration of meritorious faculty in instructor contracts, remuneration that is not subject to wait-periods or increased job duties.

Be it further resolved that the Faculty Senate endorses full time, tenure track employment for qualified faculty.