

UNIVERSITY of WISCONSIN
LA CROSSE

TO: David Bange
Chair, Faculty Senate

FROM: Douglas N. Hastad
Interim Chancellor

SUBJECT: Recommendation on Remuneration and Release Time for
Department Chairs

DATE: October 19, 2000

On September 1, 2000, I received a Faculty Senate Recommendation on Remuneration and Release Time for Department Chairs. Based on a careful review of this Faculty Senate approval and discussions with appropriate staff, I approve the Recommendations as indicated:

1. Salary Adjustment for Chairpersons

Department chairs shall receive additional compensation of \$1800 during the academic year. They may elect to receive this money as a temporary increment to their salary, as a tax-free professional development account, or as a combination of the two.

I approve a revised recommendation that Department Chairs shall receive additional **lump-sum** compensation of \$1800 during the academic year. However, there are no identified resources for this recommendation (resources needed to implement = total \$57,600 for all chairs). Therefore, because of limited resources, this recommendation will be forwarded to the Planning & Budgeting Committee for consideration along with other university-wide budget initiatives and "phased in" as funding becomes available.

2. Reduction of Load

1. Department chairpersons are to be assigned a reduced load depending on department size:
 - a. A reduction of one-quarter time for a chairperson of a department with fewer than 8 full-time faculty positions.
 - b. A reduction of one-half time for a chairperson of a department with 8 to 15 full-time faculty positions.
 - c. In departments with 16 or more full-time faculty positions, a chairperson may be assigned a load reduction greater than specified above.

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2. Exceptions to the preceding guidelines are permitted when justified by the volume of departmental business or by other university responsibilities held by the chair. However, all such exceptions shall be arranged in consultation with the appropriate dean.

The existing policy regarding Reduction of Load works well when coupled with #2 above regarding "exceptions." Therefore, the only approved Reduction of Load policy change will be to substitute #2 above for #2 in the current policy.

I approve **Reduction of Load** to read as follows:

1. Current policy for 1. Department chairpersons are to be assigned a reduced load depending on department size:
 - a. A reduction of one-quarter time for a chairperson of a department with fewer than 10 full-time faculty positions.
 - b. A reduction of one-half time for a chairperson of a department with 10 or more full-time positions.
2. Exceptions to the preceding guidelines are permitted when justified by the volume of departmental business or by other university responsibilities held by the chair. However, all such exceptions shall be arranged in consultation with the appropriate dean.

3. **Summer Appointments**

1. In addition to any teaching responsibilities, department chairpersons are to be granted a minimum summer appointment depending on department size.
 - a. A summer appointment of 0.4 FTE for a chairperson of a department with fewer than eight full-time faculty positions.
 - b. A summer appointment of 0.5 FTE for a chairperson of a department with 8 to 15 full-time faculty positions.
 - c. A summer appointment of 0.6 FTE for a chairperson of a department with 16 or more full-time faculty positions.
2. Exceptions to the preceding guidelines are permitted when justified by the volume of departmental business or by other university responsibilities held by the chair. However, all such exceptions shall be arranged in consultation with the appropriate dean.

Due to limited resources (resources needed to implement = \$80,067), the campus is unable at this time to address the recommendation regarding summer appointments. Accordingly, the Deans should continue with the practices they have established

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within their individual colleges which provide them the greatest flexibility to best use their resources.

I approve the Recommendation on Remuneration and Release Time for Department Chairs as indicated.

October 19, 2000

Date

Douglas N. Hastad

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Interim Chancellor

cc: Chancellor's Administrative Cabinet