

From Dave Parker, draft of 29 March 2010. Feel free to improve!

WHEREAS: University System of Maryland Regents' Policy II 1.05 POLICY ON THE EMPLOYMENT OF FULL-TIME, NON-TENURE TRACK INSTRUCTIONAL FACULTY IN THE UNIVERSITY SYSTEM OF MARYLAND Section V.C.7.b. Retirement Benefits (ii) provides for retirement benefits for full-time contractual faculty as follows: "FTNTT instructional faculty with six or more consecutive years of service as of or after the Fall 2009 semester, who are not on regular faculty lines that provide either an employer contribution to or service credit for participation in a State-sponsored retirement or pension plan, shall be entitled to a payment of 7.25% of annual salary in lieu of an employer contribution to or service credit for a State-sponsored retirement or pension plan."; and

WHEREAS: Nothing in Regents' policies precludes offering this benefit to full-time contractual faculty with fewer than six years of service; and

WHEREAS: The Salisbury University Faculty Senate decries the practice of hiring full-time faculty without retirement and other benefits afforded other faculty members; and

WHEREAS: The Salisbury University Faculty Senate places a high priority on correcting this unfair and unprofessional treatment of our full-time contractual colleagues;

BE IT HEREBY RESOLVED THAT THE SALISBURY UNIVERSITY FACULTY SENATE:

- 1) Urges the Salisbury University administration to find sufficient financial means to offer retirement benefits to full-time contractual faculty members with fewer than six years of full-time teaching at the University; and
- 2) Urges the Salisbury University administration to reduce the required number of years of full-time teaching, if necessary, year-by-year until ideally none are required; and
- 3) Urges the Salisbury University Administration make this change a high priority; and
- 4) Urges the Salisbury University Administration to seek additional funds for the purpose of effecting this change;

NOTE: The SU implementation of this Regents' Policy has been to place such faculty on "PINs" or "state lines" (although those are misnomers), providing them not only with retirement (and other) benefits but also providing them with the same health insurance offered to all other full-time SU employees (including faculty). Until they have taught for six years, their health insurance plan is to "pay in advance or lose it" and "pay when service is provided and then submit paperwork for reimbursement," and this practice clearly places a severe hardship on our (generally) lowest-paid faculty colleagues.