

RESOLUTION

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

WHEREAS the UA currently charges the units a combined leave and benefit rate of 45.5% ((salary * 12.7% leave) * 29.1% benefits) for teaching overload contracts for full-time faculty members.

WHEREAS the faculty member does not receive any additional benefits except for incremental retirement contributions outside their main contract.

WHEREAS the leave and benefit rate charged to units for teaching assignments for temporary faculty (adjunct) and exempt staff members is 10.70%.

WHEREAS as a result, overload contract for full time faculty members are charged an additional 34.8% in 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.

WHEREAS the question arises whether an overload teaching contract for full time faculty members truly generates leave and benefits cost of 45.5% warranting the charges to the units.

WHEREAS the full-time faculty members are the foremost experts in the field and should be first to be offered the option to teach these extra courses.

THEREFORE IT BE RESOLVED THAT the UAF Faculty Senate requests the UA Statewide Office of Cost Analysis to revisit the determination of leave and benefit charge rates for overload contracts to determine fair and equitable benefit rates for full-time faculty overload contracts and to have these rates be in line with temporary faculty and exempt staff rates.