

Whereas the administrators, faculty, and staff of JSU have committed, through mutually agreed upon Core Values and Strategies (http://www.jsu.edu/president/vision_mission.html), to provide “quality teaching” and “recruit and retain” qualified undergraduate and graduate students, and

Whereas these commitments require excellent teaching at all levels, and

Whereas graduate students, adjuncts, and instructors teach large numbers of undergraduates and are often the first teachers that incoming students encounter at JSU, and

Whereas graduate students, adjuncts, and instructors, like any other professionals, require the investment of time and money to help them develop their skills, and

Whereas such investment contributes to the greater good of our university community, including its financial health, through the recruitment and retention of qualified personnel, and

Whereas the recruitment and retention of qualified graduate students, adjuncts, and instructors requires that JSU respond to current market conditions and offer compensation and benefits competitive with other institutions of similar size, and

Whereas information has recently been presented to the University Council demonstrating that the compensation and benefits budgeted for graduate students is not competitive, and

Whereas anecdotal evidence suggests that adjunct pay is similarly noncompetitive with like-sized institutions, and

Whereas instructors are currently ineligible to receive University Travel and Self-Improvement Grants to support their professional development,

Therefore, the Faculty Senate recommends that the following three items be considered in the budgeting process, subject to the following restriction: That the three items that follow are strictly conditioned upon improved university funding that does not come at the expense of the next faculty pay increase or the reduction of departmental administrative budgets.

Item 1: That the living stipend be raised, and tuition remission be extended to summer terms, for Graduate Assistants;

Item 2: That adjunct pay and benefits be raised to a level competitive with other like-sized regional public universities in the Southeast;

Item 3: That eligibility for the University Travel and Self-Improvement Grant program be extended to Distinguished Lecturers, and that eligibility also be extended to faculty with a minimum of seven years at the rank of Instructor who have demonstrated in the objectives of their most recent Faculty Annual Review their commitment to accrue the instructional, scholarly, and service accomplishments to advance to the rank of Distinguished Lecturer within the next five years.