

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

SUBJECT: Giving PIN lines to FTNTT on a shortened time scale

SENATOR PROPOSING MOTION: David Keifer

SENATOR SECONDING MOTION:

MOTION (this section alone will be recorded in the minutes):

The Faculty Senate strongly recommends that SU makes it standard practice that meritorious FTNTT faculty be given a PIN line and the associated benefits after five years of eligible employment at SU as defined by BOR policy II-105, rather than the current standard of six years of employment, as long as a PIN line is available. If a PIN is not available (or, for academic year 2026, if a PIN line would require a search, and there is no time for the search), then that faculty member shall instead receive a raise of 7.25% of their annual salary after five years of employment. In that case, the faculty member would be eligible to replace that raise with a PIN line in the future when a PIN becomes available. The Senate recommends that this new standard practice begins immediately.

JUSTIFICATION:

FTNTT faculty at SU are not offered equitable health and retirement benefits until they receive a PIN line. Currently, FTNTT faculty do not receive a PIN line until at least six years of service at SU. The Faculty Senate understands that it would be financially very difficult at this time to offer full health and retirement benefits to FTNTT faculty on their start date. For now, the Faculty Senate urges that the administration reduce the years of service required for FTNTT faculty to obtain a PIN line. It should be noted that FTNTT faculty receiving a 7.25% raise if a PIN line is not available is consistent with the 'Retirement Benefits' section of BOR policy II-105. It should also be noted that FTNTT faculty must have undergone a search before receiving a PIN line, if they have not already had a search, which explains the parenthetical about the search in the motion.

There is some history to this subject. On May 7, 2024, the Faculty Senate discussed a [report](#) sent by the "Full-Time Non-Tenure Track (FTNTT) Faculty Ad Hoc Committee." That report included a [recommendation to change the language in the Faculty Handbook](#) regarding FTNTT faculty. The Faculty Senate passed a [motion](#) that recommended making those suggested changes to the Faculty Handbook. Those changes have not been made to the Faculty Handbook. Item F in the "Professional development and working conditions" part of that recommended draft language said, "FTNTT instructional faculty are compensated under the Regular Payroll System (RG). Under this system, faculty are eligible for payroll deduction for health benefits and are required to participate in a retirement plan (SRPS and ORP) on the employee's start date." This is the ideal outcome for our FTNTT faculty, although the Senate acknowledges the difficulty in implementing that plan at this time.

Finally, this motion should not be taken to mean that the Faculty Senate is satisfied, in the long term, with the 'time to PIN' being 5 years for FTNTT faculty. The aforementioned motion passed on May 7,

2024 indicated that the Faculty Senate believes FTNTT faculty should be given a PIN line on their start date.

ANTICIPATED IMPACT:

Negative: There is a financial cost of reducing the time to PIN lines for FTNTT faculty.

Positive: This represents a significant improvement in how our FTNTT faculty are compensated.

Is this a recommendation to the Provost? Yes_X___ No___
Is this a recommendation to someone else? No___ Yes, to _____

VOTE: Number of Senators Present: Motion Passes or Fails: