



Memorandum

To: R. Michael Banish
President, Faculty Senate

From: Robert A. Altenkirch
President

Christine W. Curtis
Provost and Executive Vice President for Academic Affairs

Subject: Response to Faculty Senate Resolution 18/19-1 Faculty Senate Response to the UAH President and Provost Response to Faculty Senate Resolution 17/18-12

Date: December 2, 2018

Faculty Senate Resolution 18/19-1, Faculty Senate Response to the UAH President and Provost Response to Faculty Senate Resolution 17/18-12, states that the UAH President and Provost rejected Faculty Senate Resolution 17/18-12, Compensation of Faculty with Increased Teaching Loads and requests a "re-evaluation of the rejection."

Our previous response established the basis of our decision on the UAH Faculty Handbook clearly stated faculty job responsibilities, given specifically in Chapter 7, Section 7.5 Faculty Workload, Chapter 7, Section 7.7.6 Criteria for Evaluating Tenure-Earning, Clinical and Tenured Faculty, 7.6.1 General Criteria for Tenure-Earning and Tenured Faculty and 7.6.3 General Criteria for Evaluating Clinical Faculty. As stated in the above referenced section of the UAH Faculty Handbook, full-time tenure-track, tenured and clinical faculty members are expected to perform teaching, research/scholarship, and service as their full-time commitment to the University. Neither The University of Alabama nor The University of Alabama at Birmingham provides incremental pay for larger class sizes.

As requested, we have re-evaluated our previous response to the request for additional compensation for faculty with increased teaching loads. We find that teaching is a fundamental job responsibility of a full-time faculty member. Moreover, full-time faculty members are paid as exempt, salaried employees. Our original decision that UAH will not pay additional compensation for teaching class overloads and teaching classes above 35, 45, 55, and 80 students regardless whether a grader is available stands. Faculty Senate Resolution 18/19-1 is not accepted.