

Commission on Faculty Affairs

RESOLUTION TO FORM A TASK FORCE TO STUDY INSTRUCTOR WORKLOADS AND SALARIES

CFA 2023-2024C

Draft Notice Sent to University Council Cabinet	January 19, 2024
First Reading by Commission	February 9, 2024
Approval by Commission	February 23, 2024
First Reading by Senate	February 16, 2024
Approval by Senate	March 1, 2024
Staff Senate Waived Right to Comment	April 1, 2024
Administrative and Professional Faculty Senate Comment	February 22, 2024
Graduate and Professional Student Senate Waived Right to Comment	April 1, 2024
Undergraduate Student Senate Waived Right to Comment	April 1, 2024
First Reading, University Council	March 18, 2024
Approved, University Council	April 1, 2024
Approved, President	Date
Effective Date	Upon Approval

WHEREAS, Instructors serve a vital role in the educational mission of the university; and

WHEREAS, recruiting and retaining world-class Instructors aligns with the university's desire to achieve and sustain global distinction; and

WHEREAS, the Faculty Handbook describes Instructors as "valuable contributors to departmental and institutional missions," therefore "they are entitled to fair treatment and compensation;" and

WHEREAS, the expectations of Instructors have increased beyond classroom instruction and, in many cases, include service and/or research; and

WHEREAS, the cost of living in the geographical regions surrounding Virginia Tech campuses has outpaced increases to Instructor salaries and evolving standards of compensation have led to salary compression; and

WHEREAS, gaps may exist within colleges and departments in compensation for Instructors, which negatively impact morale and quality of life;

NOW, THEREFORE, BE IT RESOLVED that the President and Executive Vice President and Provost of Virginia Tech shall sponsor, in accordance with the Guidelines for the Creation of Work Groups, Task Forces, and other ad hoc Committees,¹ and with the

¹ <https://policies.vt.edu/assets/Guidelines-for-Creation-of-Work-Groups-and-Other-ad-hoc-Committees.pdf>

advice of all constituent groups, an Instructor Workload and Compensation Task Force consisting of members of the undergraduate and graduate student bodies, faculty, staff, and university administrators. The President and Provost will choose the chair of the Task Force in consultation with the Faculty Senate. The Task Force shall report to the President and Provost; and

THEREFORE, BE IT FURTHER RESOLVED that the function of the Task Force shall be to collect information on instructor workloads and compensation at Virginia Tech and to formulate recommendations aimed at supporting and advancing faculty members in the Instructor ranks. Data collection should include salary surveys and comparison of salaries among the academic colleges to assess compensation in context. The Task Force will determine the scope of its work and methods for collecting and analyzing information that may include job responsibilities, compensation structures, and opportunities for promotion and professional advancement. The sponsors and the Task Force chair shall determine a deadline to submit these recommendations that will be not later than one year following the establishment of the Task Force.

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February 22, 2023**To:** Vice President of Policy and Governance**From:** A/P Faculty Senate Policies and Issues Committee

The A/P Faculty Senate Policies and Issues Committee has reviewed and approves/endorsees the Commission on Faculty Affairs Resolution 2023-24C to Form a Task Force to Study Instructor Workloads and Salaries.

We received the following feedback from senators for your consideration:

I feel like this resolution/task force is something that should be led or researched by Human Resources for all employees and not limited to Instructors

I recommend removing the last part of the final sentence: "... for addressing hardships faced due to current salaries and disparities among Instructor salaries across all ranks." They are not making recommendations about combating the hardships; they are assessing the workload and salaries of instructors. I think this part of the sentence is beyond the scope of the work group and this investigation.

We have no further comment.