



HUMBOLDT STATE UNIVERSITY

Office of the President

25 March 2019

Dr. Stephanie Burkhalter
University Senate Chair

Dear Chair Burkhalter:

I am writing in response to Senate Resolution 15-17/18 - FAC recommending adoption of a new University-wide model for department chair assigned time. I want to thank the Senate for your careful consideration of this important issue. In assessing this resolution, I obtained an independent analysis from the Office of Institutional Effectiveness and input on the resolution from the Deans of the Colleges of Arts, Humanities, and Social Sciences, of Natural Resources and Sciences, and of Professional Studies, as well as the Provost.

The academic deans generally support moving away from the historical model for chair compensation toward a more equitable model informed by a shared understanding of chair workload. However, the Deans do not support uniform implementation of the proposed assigned time distribution model, as presented, and they have requested that they be able to retain their autonomy to consult with their respective Councils of Chairs to review and continue to adjust chair compensation based on the unique needs of their programs and colleges. I support this request from the three Deans, and I trust that their collaborative efforts will achieve the intent of the proposed model.

Thus, I acknowledge receipt of Senate Resolution 15-17/18 - FAC on Department Chair Assigned Time Policy and appreciate the University Senate's deliberations and advice on this topic. This proposed policy and the related analyses will be a valuable set of principles and guidelines for the Deans as they work to develop fair and consistent approaches to recognizing the critically important work of department chairs. Although I am not formally approving this Senate resolution, I believe it will prove valuable to the Deans as they work with the chairs in their colleges.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Lisa".

Lisa A. Rossbacher, Ph.D.
President

Cc: Provost Alex Enyedi
Dean Lisa Bond-Maupin
Dean Dale Oliver
Interim Dean Gregg Gold