

**HUMBOLDT STATE UNIVERSITY**  
**University Senate**

**Resolution on Department Chair Compensation Equity Policy**

15-17/18-FAC – March 27, 2018 – Second Reading

**RESOLVED:** That the University Senate of Humboldt State University recommends to the President that the attached policy regarding minimum assigned time support for department chairs, be approved and implemented by the fall 2018 term.

**RATIONALE:** *Currently there is no policy on how to compensate chairs for their administrative duties. Chair assigned time is based on a 15 wtu/semester workload and is determined through negotiation through the appropriate Dean's office. This policy establishes a formula that predicts a minimum Full Time Equivalent (FTE) appointment based on metrics such as number of FTE Tenure Line Faculty, number of FTE and Headcount (HC) lecturers, HC number of majors, FTE students served by the department, and FTE and HC numbers of staff. As no one formula can capture the work that all chairs do across our campus, it also establishes the idea of chair duty complexity and allows chairs to negotiate for increased compensation based on those extra duties.*