DRAFT RECOMMENDATIONS (Nov 2022) - UNFINISHED

To recruit and retain the best faculty, S&B recommends the following updates as phase 3 of the faculty salary study:

* To ensure that new associate professors have a higher salary than new assistant professors, we recommend a limit of 9 possible steps (so that a new assistant faculty would start at most on step 10).
* To keep the value that has been placed on previous teaching experience, we recommend that we keep 1:1 recognition of full time college teaching experience from accredited institutions (1 year of teaching experience = 1 step on the faculty table), and that we keep 2:1 recognition of teaching at K-12 (2 years of teaching experience = 1 step on the faculty table)
* To update how best to value adjunct experience, we recommend that 48 credit hours of adjunct teaching at Santa Fe or any other higher education institution or program accredited by a major regional accrediting agency = 1 step on the faculty table
* To respect the value that non-teaching experience can bring to the learning environment, we recommend that each department be responsible for evaluating non-teaching experience within an ad hoc committee structure with the following guidance:
	+ Non-teaching experience beyond what is required for credentialing will be awarded either as level 1 (directly related to teaching) or level 2 (helpful, but not as directly related) as set below
	+ A level one step is earned for approved experience if an employee was employed for one day more than half the duty days in an academic year as a full-time employee or 12-month fiscal year, as appropriate; a level two step is earned for approved experience if an employee was employed for one day more than the duty days in an academic year as a full-time employee or 12-month fiscal year, as appropriate
	+ Minor fractions of a year cannot be added to obtain experience credit on the salary schedule
	+ Potential valuable non-teaching experience will be vetted by an ad hoc committee for each new hire. The ad hoc committee will be comprised of a faculty in the discipline or area, the chair or director or supervisor for that area, the AVP for that area, and a representative from HR. The faculty, chair/director/supervisor, and the AVP are responsible for evaluating the experience. The HR representative is responsible for ensuring the fairness and consistency of the process.
	+ HR is responsible for keeping a database of what experience has been recognized for a step, so that future employees can receive the same review and results, and helping the ad hoc committee make connections with how other disciplines have valued experience for consistency across disciplines
	+ Ad hoc committees should use the following themes as part of their deliberations:

o Relevancy of experience to classes credentialed to teach

o Whether the experience was continuous with hiring at SF, or if there was any gap

o Whether the experience is still relevant upon hiring date or if it is outdated

o Whether the experience was doing, training, and / or supervising

* + Ad hoc committees should refer to the guide of examples that S&B/HR will provide to strive for consistency across disciplines

Questions left to answer:

* Should there be a look back period for teaching experience?
* Should there be a look back period for non-teaching experience, or should that be part of the ad hoc committee’s decision?
* How should MFAs be handled as a terminal degree in field?
* How should certifications be handled (as educational stipends or experience, or both)?
* How should this be applied for current faculty?

Additional Tasks to do:

* Gather examples of non-teaching experience for each academic discipline