Recommendation from FS Personnel and Welfare Committee:

**WHEREAS** the Personnel and Welfare Committee finds that a few department or degree programs must teach important courses in the summer and that faculty must be available in the summer when students are [only] available,

**THEREFORE**, for these programs we recommend that faculty be paid a 11.5 or 12 month salary.

**Justification:** Giving compensatory time-off during the fall or spring semesters is not an acceptable solution because faculty in these programs are also expected to participate in departmental, college and university activities.

**Approved by the Personnel and Welfare Committee: April 27, 2009.**