

The University Resources Policy Committee on March 18<sup>th</sup> 2021 reviewed and unanimously approved the “information only” report previously approved by the Senate Budgetary Affairs Subcommittee on November 5<sup>th</sup> 2020

Yes Votes:

Denise Buhr  
Diana Jackson  
Greg Justice  
Hadi Alasti  
Jane Leatherman  
Marcia Dixon  
Mark Jordan  
Sharon Wright  
Shawyna Koorsen  
Steve Hanke  
Tanya Soule  
Gordon Schmidt

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Memorandum

TO: FW Senate University Resources Policy Committee

Gordon Schmidt, Chair

FROM: FW Senate Budgetary Affairs Subcommittee

Andrew Kopec, Chair

DATE: Nov. 5, 2020

SUBJ: LTL Bonus Compensation (2020)

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Dear Professor Schmidt,

In keeping with the charge from the Fort Wayne Senate Executive Committee (EC), I write on behalf of the Fort Wayne Senate Budgetary Affairs Subcommittee (BAS) to report on the matter of bonus compensation for qualifying LTLs for extraordinary services rendered during the shift from normal operations to emergency operations in the spring of 2020.

Charge from EC

On Oct. 12, 2020, the EC contacted me with a Charging Memo that asks BAS and Faculty Affairs (FAC) to “examine and report on LTL compensation” on campus in general and on the matter of bonus compensation for qualifying LTLs in particular.

In response to that latter charge, the BAS has reached out to stakeholders in the administration, including OAA, Financial Affairs, HR, and college executive leadership, in addition to faculty, including some chairs and program directors. Information gleaned came via email correspondence and video and phone interviews conducted by BAS

chair. From these sources, BAS has constructed the following timeline of events pertaining to discussions and recommendations about bonus compensation for LTLs.

### Timeline of Events

- Summer 2020: Fort Wayne Senate Town Hall
  - Attendees raised the question of compensating LTLs in recognition of work to learn new LMS and to shift teaching modalities from in-person to online in response to the COVID-19 pandemic.
- Summer 2020: Academic Officers Committee (AOC) Meeting 1
  - The VCAA and Deans discussed possible ideas for compensating meritorious LTLs in recognition of their work as per above.
  - VCAA Drummond brought the matter of LTL compensation to Chancellor Elsenbaumer's attention for review.
- Summer 2020: AOC Meeting 2
  - At a subsequent AOC meeting, VCAA Drummond announced information from HR that as per institutional pay policy no one category of employees can receive a bonus.
    - This led to a shift in thinking about compensating LTLs as a class of employees toward compensating individual meritorious LTLs.
    - Further, this reflects a shift in thinking from a "bonus" to a "gift."
  - Deans gathered lists of names of LTLs to submit to OAA.
  - In the aftermath of the AOC meeting, and with this pay policy and the evolving campus budget restrictions in mind, the Chancellor recommended that academic units consider compensating individual LTLs in Dons Dollars from unit-controlled gift funds.
- Fall 2020
  - On October 8, 2020, the COAS Executive Committee forwarded a memo to Chancellor Elsenbaumer that urges the chancellor to reconsider "your decision" to compensate LTLs with a one-time payment of Dons Dollars equivalent to \$200 in lieu of \$500 cash per section (a specific idea explored at the Senate Town Hall and AOC Meeting 1).
    - The memo assumes that a definitive decision has been made by the Chancellor and that, furthermore, the funds for the Dons Dollars would be furnished by centralized monies.
  - On October 9, 2020, the Chancellor forwarded a memo to the COAS Executive Committee. There he states that "the reality is that the university does not currently have budgeted financial resources to accommodate institutional salary adjustments or bonuses." The Chancellor suggests using gift funds for this purpose of LTL gifts.

- The memo implicitly refutes the assumption that, first, a decision (rather than recommendation) has been conveyed and that, second, money for any kind of recognition would come from centralized sources.
- In late October, OAA has reiterated via email to BAS chair (Oct. 29, 2020) that no centralized financial funds will be distributed to LTLs in the form of a bonus payment.
- Rather, it is the current policy for individual units to work with HR and Deans to “explore” furnishing “individual recognition for meritorious LTLs” from unit-controlled gift funds.

### Summary

During the summer of 2020, the Chancellor and AOC members explored possible ways to compensate LTLs for their work over the summer. The conversation about the bonus shifted from “all LTLs” to “individual LTLs” for HR reasons (“pay policy”). When the Chancellor recommended the use of Dons Dollars, some stakeholders assumed that these funds would come from central sources. The reason for this assumption is unclear.

As BAS understands it now, the recommendation from Kettler is for individual units to explore compensation for “meritorious LTLs” with college deans and HR.

If you have questions about our examination of and reporting on this issue, please do not hesitate to contact me. I’m happy to meet with your committee at its request.

Sincerely,

Andrew Kopec

Associate Professor of English

Chair, BAS

