


Memorandum

To: Faculty Senate
Seton Hall University

From: Karen E. Boroff, Ph.D. 
Interim Provost and Executive Vice President

Re: Senior Faculty Associate and Senior Lecturer Promotion Raises
(2019-FS-5)

Date: September 17, 2019

The Office of the Provost is in receipt of the motion on Senior Faculty Associate and Senior Lecturer raises which was passed by the Faculty Senate on March 8, 2019. The motion was to base promotional raises on the same formulae as other faculty promoted to Associate Professor in their colleges.

As you may recall, it was difficult for Sibson to provide information from other institutions regarding the positions of faculty associate and senior faculty associate. It is also true that the compensation for faculty associates and lecturers does vary by school and discipline.

There are several ways that senior faculty associates and senior lecturers may differ from the rank faculty in their disciplines. In those units where tenure may be granted, promotions are based on the three components of teaching, scholarship and service. For those in lecturer and faculty associate positions, promotions and renewals are largely based on continuing need for these positions and on the quality of teaching. Some do not have a terminal degree or the functional equivalent. The faculty holding these positions do become eligible for merit increases after sufficient time in service.

I would appreciate some examples of how other similar institutions make the salary adjustment on promotion for these faculty. As expressed in prior resolutions, compensation for all Seton Hall University employees, including faculty, is part of a broader discussion of strategic planning.