

## Faculty Handbook Revisions Committee November 13, 2013

**Members Present:** David Sollars, Cynthia Waskowiak, Laura Stephenson, Bill Roach, Lisa Jones, Nancy Tate, Monica Scheibmier

### **Discussion:**

The Committee reviewed a draft of a non-reappointment schedule for non-tenure track faculty and discussed the tenure track schedule. Clarifications were suggested as there is confusion for those hired in December with a contract through the end of the fiscal year. It's not clear when they are in their first year for the purpose of calculating their time here and the amount of notice entitled.

One suggestion was to simplify the current schedule language and add an exception that appointments made during an academic year (after Aug. 1) will receive notice three months prior to the end of the current academic year.

Another suggestion was to add a preamble to the schedule, like the following: "Notification per this section is for a typical schedule. Tenure track appointments are normally a long term commitment between the university and appointee; however, in some cases, non-reappointment is the most appropriate solution. If you've been here longer, you'll receive more notice before non-reappointment."

A preamble was also suggested for the new schedule for non-tenure track that explains Lecturers and other non-tenure track faculty are hired on an annual contract, which is always in the first year of appointment.

We next discussed whether we should treat all faculty the same, as the draft proposes a distinction between tenure-track and non-tenured faculty for non-reappointment notice. There is no distinction currently, but the schedule is applied inconsistently, meaning some Lecturers receive notice according to the current schedule while others do not. The legal interpretation of the schedule is that it does not apply to non-tenure track (particularly Lecturers), so now they receive no notice. By separating the schedule into tenure-track and non-tenure track, some individuals who have been here longer, like some Lecturers or Librarians, can receive more notice prior to non-reappointment. Nancy also pointed out the different expectations for certain categories when they are interviewed and begin employment. The University is making a bigger commitment with tenured faculty than with Lecturers, who are expected to teach and take advantage of opportunities presented, but not for the long term.

### **Decisions:**

- Add a proposed new, separate non-reappointment schedule for non-tenure track appointees.
- Add a preamble to both schedules; clarify language; add an exception for faculty appointed during an academic year.

**Next meeting: December 11, noon, Shawnee Room (Union)**