Faculty Senate Resolutions
Transmittal Form

Title: Resolution to Revise Language in the Faculty Handbook Regarding the Role of Group III Faculty

Sponsor: Professional Relations Committee

Type: [ X] Resolution of Handbook Policy (signature required)
      [ ] Resolution of Non-Handbook Policy (signature required)
      [ ] Resolution of Position (no signature required)

Date Passed: December 7, 2015     Date Response Due: February 5, 2016

Disposition of Resolution

Date of disposition: 12/16/15

[ X] Signed: [Signature]

[ ] Will not be signed (explanation attached)

[ ] Alternative date to be negotiated

[ ] Signature not required

Senate Office

[ ] Resolution logged in
[ ] Database updated
[ ] Handbook updated if applicable
[ ] Resolution filed
Resolution to Revise Language in the Faculty Handbook
Regarding the Role of Group III Faculty
Faculty Senate
Professional Relations Committee
December 7, 2015—Approved

Whereas the current language in the Faculty Handbook is potentially misleading; and

Whereas it is goes against current hiring practices at the university:

Be it resolved that the language in the Faculty Handbook be amended to

II.C.3.c. Group III consists of persons holding part-time appointments who are primarily considered instructional personnel, and who have such qualifications as enable them to teach satisfactorily the courses assigned them. Group III positions should be 1) temporary, part-time positions to fill an unanticipated need, 2) part-time positions to fill a gap in teaching capacity, or 3) a longer term, part-time position to provide an expertise otherwise not available to a department or regional campus. Faculty members in Group III are expected to perform those faculty activities agreed to in negotiation with their departments or regional campuses and shall enjoy the following rights and benefits:

i. Salaries are to be negotiated at the departmental or regional campus level, with salary increments to be granted in accordance with University policies. (One base for negotiations will be an annual schedule of minimum per-course rates of compensation and guidelines provided by the Provost.)

ii. Semester contracts shall be issued as early as possible and normally no later than when preregistration enrollments become available. Emergency appointments at the last minute are to be minimized.

iii. All contracts issued to persons in Group III are term contracts, renewable solely at the University's pleasure, but not subject to the three-year limitation on full-time term contracts. Accordingly, those accepting such contracts shall be considered to have received due notice that the University has no obligation to furnish them with employment beyond the expiration date of their contracts.

iv. If the teaching load fulfilled by one or more Group III faculty in a department or regional campus becomes more long term (more than 4 consecutive semesters, excluding summers), consistently rises above 0.5 FTE, and could be filled by a full-time or nearly full-time (0.75 FTE or above) position, a department or regional campus should request a Group I or Group II position and fill it according to the hiring policy of the department or regional campus and
university standards for hiring full time employees. FTE is calculated using the workload policy of the individual department or regional campus in question.