

RESOLUTION TO AMEND THE PROMOTION GUIDELINES FOR FACULTY ON RESTRICTED APPOINTMENTS

WHEREAS, the Faculty Handbook contains policies governing the promotion guidelines for non-tenure-track faculty members, and

WHEREAS, current policies outlined in the Faculty Handbook do not allow faculty members on restricted appointments to be eligible for promotion; and

WHEREAS, departments with high teaching and administrative needs may hire faculty members in restricted positions using one-time funds that recur for many years and these faculty members may be strong contributors whose performance warrants promotion consideration; and

WHEREAS, the expectation is that faculty members in long term restricted appointments will be converted to regular positions whenever possible; and

WHEREAS, in rare circumstances, the department may not be able to convert a restricted position to a regular position, but desires to have the faculty member reviewed for promotion;

NOW, THEREFORE BE IT RESOLVED, that the Faculty Handbook be amended to include revised language in section 5.2.2 and the first paragraph in section 5.2.4 (outlined in red in the attachment below) to allow the department head to request approval of an exception for promotion of a restricted faculty member.

RECOMMENDATION:

That the Board of Visitors approve above resolution.

June 5, 2017

Faculty Handbook Chapter 5

Employment Policies and Procedures for Non-Tenure-Track Instructional Faculty

5.2.2 Reappointment

Non-tenure-track faculty members on restricted contracts whose appointments will be continued are issued a reappointment contract specifying the new ending date for their appointment. Reappointments typically occur on the anniversary of the hire date or are realigned to coincide with the academic year or other relevant appointment cycle. The practice of issuing repeated one-year restricted contracts for an individual faculty member over many years is explicitly discouraged, ~~as it results in exclusion of the faculty member from promotion consideration and~~ can be exploitative over an extended time.

Therefore, if a faculty member is to be reappointed into a restricted position when the faculty member has spent the preceding five years on restricted contracts, approval must be requested from the provost's office. The request should be supported by documentation demonstrating why the position cannot readily be converted to a regular appointment.

Reappointments for faculty members on regular contracts are usually effective July 1 or August 10, reflecting either calendar year or an academic year appointment. Notice of non-reappointment is in accordance with periods identified in chapter two, "Retirement, Resignation, and Non-Reappointment."

5.2.4 Promotion Guidelines for Non-Tenure-Track Faculty Appointments

Non-tenure-track faculty members are eligible for promotion in rank in accordance with guidelines established by academic departments and approved by an appropriate college-level committee and the dean. Such guidelines should outline the process and criteria for promotion in rank; they should be widely available along with other departmental and college documents related to promotion and tenure. Faculty members ~~must may~~ be in a ~~regular rather or a than~~ restricted appointment to be considered for promotion.