

**Resolution to Revise Language in the Faculty Handbook  
Regarding the Role of Group III Faculty  
Faculty Senate  
Professional Relations Committee  
Approved May 4, 2015**

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

*Whereas* it 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 not a continuing need across multiple semesters or 2) 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 Group III faculty in a department or regional campus becomes more long term (more than 4 consecutive semesters, excluding summers) or 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 must 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 according to the workload policy of the individual department or regional campus in question.