

Resolution to affirm the possibility for differential workloads for Group I faculty

Professional Relations Committee

Faculty Senate

May 7, 2018—Second Reading

Whereas, the faculty handbook is inconsistent with its language defining Group I faculty as compared to other faculty classifications,

Be it resolved that the language of the Faculty Handbook be revised to include the following

II.C.3. Classification of Faculty

- a. Group I consists of persons with appropriate credentials, on full-time or part-time appointments, specifically designated as tenure track faculty who, except when on unpaid leave granted at their request, are employed in at least two semesters of a fiscal year and who are so employed from the date of receiving an appointment in the Group I category until that appointment terminates. A person may not change to Group II or III or IV categories once the initial appointment in Group I is made. Faculty shall be classified with respect to the campus where their teaching duties are principally performed.

Group I faculty may be hired on variable workload distributions as appropriate to meet the needs of the department/school, but all should contribute to the teaching, research and service missions of the university. The distribution for a position should be determined by the department or school, as appropriate for the academic unit, and negotiated with the head of the planning unit at the time of position request. When possible and appropriate, the workload for each Group I position shall be clearly indicated at the time of posting.

Faculty members in Group I are expected to perform those faculty activities agreed to at the time of hire and/or reappointment and shall enjoy the following rights and benefits:

- i.* The letter of appointment will contain the initial workload percentages for teaching, research and service as negotiated for the position (II.A.1.b) and include the promotion and tenure guidelines as appropriate for the position (II.A.2.c).
- ii.* Salaries will be negotiated at the time of hire, taking into account factors such as qualifications, years of experience, rank and salaries of existing Group I faculty with similar workload assignments in the given department or on the given regional campus.

- iii.* Normally, the contracts for Group I will be a nine month, renewable contract for a term of one-year during the probationary period, with the latest date for tenure review indicated in the letter of appointment (II.A.1).
- iv.* Group I faculty are categorized into three ranks: Assistant Professor; Associate Professor or Professor. Initial rank will be determined at the time of hire based on qualifications, departmental norms, and other factors as appropriate.