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Ad Hoc Committee on Part-Time and Non-Continuing Faculty: Establishment of University Policy for Non-Continuing Faculty Members

University of Rhode Island Faculty Senate

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THE UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

FACULTY SENATE
BILL

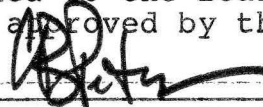
Adopted by the Faculty Senate

TO: President Edward D. Eddy

FROM: Chairperson of the Faculty Senate

1. The attached BILL, titled Ad Hoc Committee on Part-Time and Non-Continuing Faculty: Establishment of University Policy for Non-Continuing Faculty Members, is forwarded for your consideration.
2. The original and two copies for your use are included.
3. This BILL was adopted by vote of the Faculty Senate on December 8, 1988.
(date)
4. After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Governors, completing the appropriate endorsement below.
5. In accordance with Section 10, paragraph 4 of the Senate's By-Laws, this bill will become effective December 29, 1988, three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Governors for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Governors, it will not become effective until approved by the Board.

December 9, 1988
(date)


C. B. Peters
Chairperson of the Faculty Senate

ENDORSEMENT

TO: Chairperson of the Faculty Senate

FROM: President of the University

Returned.

- a. Approved .
- b. Approved subject to final approval by Board of Governors .
- c. Disapproved ✓ .

Sept. 6, 1989
(date)


Edward D. Eddy
President

THE UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

FACULTY SENATE

REPORT OF THE AD HOC COMMITTEE ON
PART-TIME AND NON-CONTINUING FACULTY
November, 1988

In April 1986, the Faculty Senate and the AAUP created this committee to investigate the use of part-time and non-continuing faculty at URI and to recommend policy regarding their status. (This committee will be referred to in the remainder of this report as the PTNC Committee. Please note that we will use the term "non-continuing" to refer to this group of faculty. The term includes both full and part-time non-continuing faculty.)

According to that charge, we have worked with Faculty Senate Constitution, By-Laws and University Manual Committee, we have consulted with Assistant Provost, Douglas Rosie, and with Associate Dean, CCE, Gerald DeSchepper. We interviewed non-continuing faculty members and, with support from the AAUP and the Faculty Senate, we conducted a survey of non-continuing faculty and sent a questionnaire to department chair-people. We have received and incorporated many excellent suggestions from these people. Our proposals are the result of these surveys and consultations and many committee meetings.

The PTNC Committee presented its first report to the Faculty Senate in April 1987. We were then charged to draft legislation to be considered by the Faculty Senate for incorporation into the UNIVERSITY MANUAL. We submitted legislation to the Faculty Senate on March 31, 1988. The legislation was subsequently vetoed by President Eddy.

On September 22, 1988, the Faculty Senate charged this committee to draft, in consultation with Assistant Provost Rosie and Assistant Vice President for Human Resources Lataille, legislation consistent with state law and policy of the Board of Governors for Higher Education which will address the concerns of part-time and non-continuing faculty.

According to the charge, we move approval of the following:

That the attached University Policy on Non-Continuing Faculty Members be approved by the Faculty Senate for inclusion in Appendix G of the UNIVERSITY MANUAL.

UNIVERSITY POLICY

NON-CONTINUING FACULTY MEMBERS

ORIGINATOR: Provost & Faculty
Senate

DATE: December, 1988

POLICY #

Definition:

Non-continuing faculty members are persons whose appointments are for limited periods; whose work week is at least 50 percent and whose principal responsibility is instructional; that is, scholarship and service beyond departmental instructionally related service normally are not an expectation of non-continuing faculty members.

Conditions:

1. Non-continuing faculty members normally shall be assigned the title of lecturer.
2. At the beginning of each appointment, non-continuing faculty members shall be informed of their duties and expectations.
3. The spouse and legal dependents of full-time non-continuing faculty members who are pursuing courses in a regular study program for credit shall be eligible for tuition waiver at the baccalaureate level at the institutions under the jurisdiction of the Board of Governors.
4. Full-time non-continuing faculty members shall accrue sick leave at the rate of fifteen days per year. The accrual shall be prorated for part-time non-continuing faculty members.
5. Non-continuing faculty members whose appointments are for more than six months and whose work week is at least fifty percent are entitled to individual or family basic health benefits; that is, a basic health plan from the options offered and approved by the State of Rhode Island. Some of these plans offer alternatives to the basic health plan and may include additional cost to the employee.
6. Non-continuing faculty members shall be evaluated annually by the department chair. These evaluations shall be used by the dean and the chair in determining the reappointment of non-continuing faculty members. The chair shall provide the faculty member with a copy of the evaluation. The faculty member may respond in writing to the evaluation.

7. Non-continuing faculty members shall be informed as early as possible whether or not their contracts will be extended. Whenever possible non-continuing faculty members shall be given multi-year contracts.
8. Whenever possible, non-continuing faculty members shall have access to office space and secretarial assistance.
9. Non-continuing faculty members shall have the right to grieve in accordance with University Policy #83-15 (University Personnel Policy 3.11).
10. Full-time non-continuing faculty members on a calendar appointment shall accrue vacation leave at the rate of 22 days per calendar year. The accrual shall be prorated for part-time non-continuing faculty members.
11. Non-continuing faculty members will be issued a University ID Card, staff parking privileges and normal University staff library privileges.

This Policy and amendments hereto are subject to approval by the Faculty Senate and the President.