

## **Resolution 2006-6. On Fixed-Term Faculty Members**

Whereas fixed-term faculty contribute in significant and diverse ways to the accomplishment of the University's mission and

Whereas fixed-term faculty deserve to be treated equitably, integrated into the life of the university as fully as possible, and accorded the full measure of collegial respect; and

Whereas the Faculty Council adopted Resolution 2003-7 requesting specific action to address the circumstances of fixed-term faculty; and

Whereas the Faculty Council adopted Resolution 2005-9 to create a Fixed-Term Faculty Committee composed of its own members, and

Whereas that committee has met and studied related matters during the 2005-06 academic year; and

Whereas the Fixed-Term Faculty Committee has concluded that further action is needed to pursue issues affecting fixed-term faculty members and the University as a whole

**NOW THEREFORE BE IT RESOLVED:**

1. The Faculty Council requests the Provost to
  - a. Remind deans and department chairs of the terms of Faculty Council Resolution 2003-7 relating to fixed-term faculty;
  - b. Review the extent to which recommendations embodied in Resolution 2003-7 have been implemented in departments and schools throughout the campus, and report related information to the Fixed Term Faculty Committee and the Faculty Council as a whole;
  - c. Develop a "tickler" system to track more closely relevant aspects of fixed-term faculty personnel actions including the inclusion of language relating to funding contingencies in fixed-term appointment letters and use of longer-term contracts after no more than three one-year contracts if feasible, as requested under Resolution 2003-7; and
  - d. Assist the Fixed-Term Faculty Committee and the Faculty Council to track patterns of appointment, retention, and conditions of employment for fixed-term faculty.
2. The Faculty Council requests the Provost and the Fixed Term Faculty Committee to continue work on the following important matters and invites a further report during Fall Semester 2006:
  - . Development of a policy statement summarizing institutional expectations regarding the treatment of fixed-term faculty as colleagues and partners in the life of the institution;
    - a. Dissemination of relevant information to fixed-term faculty members regarding rights and professional opportunities, including information on the right to request notice regarding anticipated action at the end of a term appointment as provided

in Section 2.b.5 of the Trustees' Policies and Regulations on Academic Tenure, and eligibility for professional support and awards;

- b. Review of the Provost's EPA Personnel Guidelines and other documents to assure that they include pertinent information regarding policies and practices applicable to fixed-term faculty including those pertaining to appointments and personnel reviews;
  - c. Development and dissemination of information on "best practices" relating to use of fixed-term appointments, support and integration of fixed-term faculty into the life of their departments, schools, and the University as a whole.
3. The Faculty Council determines that the Fixed Term Faculty Committee shall continue to operate as a standing committee of the Faculty Council, and requests that it report at least annually regarding issues affected fixed-term faculty as anticipated in Resolution 2005-9.