

1. Having extensively examined the existing OPs that govern the process by which non-tenure track faculty are appointed, re-appointed, reviewed at third year, and offered continuing appointments, the committee recommends the PSVP convene a committee that includes administrators, representatives from the Faculty Senate, and non-tenure track faculty members to create a comprehensive policy for non-tenure track faculty. This committee should, at the very least, propose an OP to cover the continuing appointment of non-tenure track faculty.

Our research showed wide variation across departments that in many cases could be considered problematic. Therefore, the committee strongly recommends that procedures be created that are standardized across the university, as they are for tenure-track faculty.

2. The committee recommends the PSVP and Faculty Senate explore how the current faculty grievance procedure can address faculty workload and teaching assignment issues that often arise with non-tenure track faculty. Some areas use non-tenure track faculty to teach loads in excess of five undergraduate courses per semester, often at low salary points. Given that they lack the protections afforded to tenured and tenure track faculty, non-tenure track faculty need a venue to voice concerns that protects them from retaliation.
3. The committee recommends exploring changes to OP 32.18 (Academic Workload Calculation) that clearly define a maximum teaching load for full-time faculty.. We recommend that any appointment where faculty are required to teach in excess of 4/4 or 24 undergraduate credits per academic year or the equivalent should be subject to approval by the PSVP. This would only apply to scheduled teaching and not additional workload items for service, coordinating, etc.
4. The committee recommends that the Modified Instructional Duties Policy (OP 32.35) clarify that non-tenure track faculty with full-time appointments and at least one year of service are eligible for this policy. The current wording makes it unclear if this policy applies to these faculty members.