**Faculty Affairs I Committee Report**

**October 23, 2017**

**301 Irby Hall – 1:00 to 2:00**

**Members:** Phillip Spivey (Chair), Denise Demers, Kim Eskola, Jeffrey Padberg, Jen Talbot, Shoudong Feng, Katherine Willis, and Anthony McMullen

**Charge:** Discuss and make recommendations concerning the following issues related to Non-Tenure-Track Faculty:

1. Clarify the definition of full-time benefits and eligibility for Non-TT faculty across campus
2. Examine how phased retirement is implemented across campus, and discuss the possibility of

phased retirement options for Senior Lecturers

1. Inquire about the possibility of tenure for Senior Lecturers
2. Review opportunities for Non-TT faculty service sabbaticals
3. Evaluate the Three-Year Rule for Visiting Assistant Professors and Visiting Lecturers
4. Inquire into salary inequity related to Non-TT and Contingent faculty

**Minutes:**

Faculty Affairs I Committee agreed to suspend discussion on Issues D thru F until a new Provost has been hired. In addition, the most recent faculty employment data will not be released by UCA Institutional Research until late December/early January.

Senator Eskola consulted with UCA Vice-President Graham Gillis concerning:

1.  What are the benefits for full-time faculty members?

2.  Who is eligible for benefits (in regards to faculty)?

Dr. Gillis’s response: “Go to the link below and you will see a listing of employee benefits with some brief info on each one.”
<http://uca.edu/hr/files/2016/10/benefitssummary2017.pdf>

As far as faculty eligibility, a faculty member (or staff member as well) must be employed at least 75% appointment.  That pretty much covers all faculty on a 9-month or greater appointment.  For part-time faculty that are appointed by semester, they are eligible for benefits if they teach three (3) classes or more.  In this group, there may be faculty eligible one semester but not eligible the next semester depending on their teaching load.”

In light of Dr. Gillis’s response, Senator Eskola raised the issue, “I think the question now becomes who qualifies at the 75% appointment and if they teach in two different departments/colleges, does it count together? I think we need to talk to some of the departments where this takes place to find out if VL and VAP have benefits as well as those who are part time in different departments.  I would wonder if UC or HC is affected.”

On the issue of phased retirement, Senator Padberg suggested Faculty Affairs I Committee make a recommendation to the UCA Faculty Senate that a resolution be crafted to modify UCA Board Policy 528 to open phased retirement to all full-time faculty over fifty-five years of age and who have at least ten years of continuous service. Faculty Affairs I Committee will internally circulate UCA Board Policy 528 in a Google document for discussion and editing. The goal will be to have a recommendation to the Faculty Senate on this issue by the late November Faculty Senate meeting.

As for the possibility of tenure for Senior Lecturers, Jen Talbot consulted the UCA Faculty Handbook Committee. It appears that the criteria for Non-Tenure Track Faculty promotion and merit is determined at the department level. The committee is concerned that there may be a lack of consistency across campus as to how different departments determine promotion and merit of Non-Tenured Faculty.

**Faculty Affairs I Committee’s next meeting will be Monday, November 27 from 2:00 to 3:00 in 301 Irby Hall.** We will hear reports from:

Senator Willis: Collecting data from IR and Provost's Office concerning how many positions have been converted to full-time lines since the Three Year and Out Rule went into effect?

Senator Feng: Collecting data from IR concerning how many Visiting Lecturer and Visiting Assistant Professor lines have been created within the past five years?  Also, it may be good to know how many VL and VAP positions were created by each college.

Senator McMullen: Collecting data from our peer and aspirant institutions concerning how many VL and VAP lines they have, and if there is any provision for converting those lines to full-time continuing positions?

Senator Spivey: Request from UCA Human Resources a clarification or list of specific benefits (including insurance) received by any faculty member teaching three or more courses per semester. Also, HR will be asked if they know of any cases where a faculty member who is teaching three classes or more in two different departments is **not** receiving full-time benefits.

Senator Talbot: Report on possible clarifications to the Senior Lecturer rank in the *UCA Faculty Handbook*. If the committee feels the need for clarifying the Senior Lecturer rank, then a recommendation will be submitted to the UCA Faculty Senate for review.