RESOLUTION TO ELIMINATE THE THREE-YEAR RULE

WHEREAS in the *Faculty Handbook,* Chapter Three, “Faculty Principles, Policies, and Procedures,” Section IV states in regard to Faculty Rank:

C. Non-Tenurable Ranks—Non-Continuing Faculty

1. Visiting Lecturer

The visiting lecturer rank is reserved for the temporary hire of full-time faculty to meet “emergency” programmatic needs. A visiting lecturer, at minimum, must hold the master’ degree (or its equivalent) in the discipline or other appropriate discipline, and have the training and experience necessary to meet the programmatic needs of the position.

The term of a visiting lecturer will be for no more than one year. A visiting lecturer can be hired for no more than three consecutive years.

2. Visiting Assistant Professor

The visiting assistant professor rank is reserved for the appointment of fully credentialed faculty members who might otherwise qualify for the rank of assistant professor, but are hired to meet temporary programmatic needs. A visiting professor must hold a terminal degree in the discipline or other appropriate discipline.

The term of a visiting assistant professor will be for no more than one year. A visiting assistant professor may be hired for no more than three consecutive years. (25); and

WHEREAS the three-year rule for visiting faculty has proven to be an obstacle for many departments, programs, and schools throughout the University; and

WHEREAS the success and progress of students has become even more of a priority due to Outcomes-Based Funding; and

WHEREAS the disciplines of Writing and Communication have a long history of relying on non-tenure-track instructors including visiting lecturers and visiting assistant professors to teach the required First-Year Writing sections and the Principles of Communication sections of the UCA Lower Core; and

WHEREAS the three-year rule at present forces the University to discharge excellent teachers with proven skills in favor of hiring new and untested faculty with unknown pedagogical abilities, thus placing the progress, retention and ultimate success of our students at risk; and

WHEREAS the chair of a department or director of a school, along with the advice of faculty in the discipline and the concurrence of the Dean of the respective college, should have the flexibility to determine program hiring needs without the onerous imposition of a three-year limitation; therefore,

BE IT HEREBY RESOLVED that the Faculty Senate approves the elimination of the current Three-Year Rule by making the following changes to the Faculty Handbook:

Remove from Chapter Three, section IV. C.1: “A visiting lecturer can be hired for no more than three consecutive years.” Replace with “The continued employment of visiting lecturer faculty shall be at the discretion of the Department Chairperson or the Director of the School with the concurrence of the Dean of the respective college.”

Remove from Chapter Three, section IV.C.2: “A visiting assistant professor may be hired for no more than three consecutive years.” Replace with “The continued employment of visiting assistant professor faculty shall be at the discretion of the Department Chairperson or the Director of the School with the concurrence of the Dean of the respective college.”