**Faculty Affairs I Committee Report**

**November 27, 2017**

**312 Irby Hall – 2:00 to 3:00**

**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 mid-January/ mid-February.

Senator Talbot presented information (see Appendix A) pertaining to possible differences and similarities between Senior Lecturer rank and Tenure Track tenure processes. Academic freedom, economic security, and continuity of employment are common goals that would be shared by both Senior Lecturers and TT faculty, if Senior Lecturers were given the opportunity to achieve tenure status. However, there are some differences between the two processes when it comes to responsibilities, recruiting, and employment termination. A research agenda is essential for the TT tenure process. For the NTT ranks, teaching and pedagogy are emphasized over a research agenda. The standards for promoting NTT ranks are determined by the department. Question: To what extent would a research component be a requirement for a Senior Lecturer tenure process?

Typically, TT faculty searches require a national (and possibly, international) search processes. Question: Would a search process of similar scope be required for NTT faculty hires? In addition, the specific guidelines for termination are different between TT and NTT faculty. Question: Would the guidelines for termination need to be the same for TT faculty with terminal degrees and tenured Senior Lecturers?

Senator Feng raised two important questions concerning a tenure process for Senior Lecturers. Question 1: If Senior Lecturers were given the chance to apply for tenure, then what impact would this have on the university’s budget? Question 2: If most Senior Lecturers do not have a terminal degree and are tenured, then what impact would this have on UCA’s accreditation? Faculty Affairs I Committee decided to continue researching the issue of tenure for Senior Lecturers by requesting from all Deans the number of NTT faculty in their respective colleges and their contact information. The primary goal will be to conduct a Spring 2018 survey of all NTT faculty concerning questions and issues related the possibility of tenure for Senior Lecturers.

On the issue of extending phased retirement to NTT faculty, Senator Padberg proposed a resolution requesting the UCA Board of Trustees amend Board Policy #528 “to open phased retirement to all full-time faculty members over fifty-five years, who have ten years of continuous service (regardless of tenure status)” (Appendix B). The purpose of the resolution is to extend the opportunity for phased retirement to NTT who meet the requirements. In addition, phased retirement is not guaranteed upon application. The granting of phased retirement is conditional based upon the decisions of the department chair, college dean, Provost, President, and Board of Trustees. The goal will be to propose the resolution for consideration during the November 29 Faculty Senate meeting. Discussion and (possible) vote on the resolution would be scheduled for the December 12 Faculty Senate meeting.