

## Faculty Affairs I Committee Report

April 4, 2018

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:

- A. Inquire about the possibility of tenure for Senior Lecturers
- B. Review opportunities for Non-TT faculty service sabbaticals
- C. Evaluate the Three-Year Rule for Visiting Assistant Professors and Visiting Lecturers

### Minutes:

For the sake of time and issue of importance, Faculty Affairs I Committee will evaluate and make recommendations concerning Issue C: Evaluate the Three-Year Rule for Visiting Assistant Professors and Visiting Lecturers. The committee considered four possible actions concerning Issue C.

- A. Take no action
- B. Propose a resolution to strike the Three-Year Rule
- C. Propose a resolution to amend the Three-Year Rule
- D. Issue a statement addressing the unfair implementation of the Three-Year Rule

The committee decided that both Action A and B were untenable. If we decided to take no action on the Three-Year Rule, then the issue will persist and continue to be an unaddressed constituents' concern. If we decided to strike the resolution, then UCA faculty would once again be vulnerable to unfair labors practices. The committee decided to focus on Actions C and D.

Senator McMullen advocated for Action C on the grounds that the UCA College of Fine Arts and Communication may have an exception to the Three-Year Rule: First Year Writing Program. It was noted that the First Year Writing Program is a crucial program directly related to retention and outcomes-based funding. Senator Willis noted that UCA College of Liberal Arts has moved away from opening Visiting Lecturer and Visiting Assistant Professor lines because the lines are frequently turned down by the Provost.

The committee agreed that if any action was to be taken on the Three-Year Rule, then Action D would be proposed for Faculty Senate consideration in late April. Action C will be proposed for Faculty Senate consideration in early Fall 2018. **There was considerable discussion about the possibility that some college deans and department chairs are not advocating for continuous faculty lines in writing to the Provost.** The committee will inquire about any **written evidence** of continuous faculty line requests by UCA's college deans to the Provost. Senator Willis will request from the Provost Office information concerning the number of **written requests** from the college deans for all continuous faculty lines from 2013 to 2018. In addition, committee members will request from the college deans information concerning how many new Visiting Lecturer and Visiting Assistant Professor positions have been requested in the past five years.

