

**RESOLUTION TO SUPPORT FAIR APPLICATION
OF THE “THREE YEAR AND OUT RULE”**

Whereas, it is well established that providing support and security for faculty has direct and positive outcomes for student recruitment, retention, graduation rates, and overall academic success,

Whereas, the original intent of the “three year and out rule” (Faculty Handbook, Chapter 3 Section IV.C) was to help departments adapt to changes in programmatic needs and program development through the creation of Visiting Lecturer and Visiting Assistant Professor positions,

Whereas, furthermore, the original intent of the rule was to increase, wherever possible and warranted, the creation and maintenance of permanent positions for the joint good of faculty and the student body,

Whereas, finally, the original intent of the rule in limiting visiting positions to three consecutive years was to prevent faculty from being cycled in and out, and instead to encourage conversion of the lines to permanent positions,

Whereas, the work done by visiting faculty often involves courses in the lower division core, which are especially crucial to student success, and that labor is of immense value to the university community as a whole,

Whereas, Faculty Senate has received grave concerns about the misapplication of the rule for several years running, but the rule has had some demonstrable success and has benefitted faculty and students in various academic units on campus,

Be it therefore resolved that after extensive review of the data concerning the application of the “three year and out rule” through the Faculty Affairs I Committee of the Faculty Senate, this rule stands to benefit the UCA community as presently written and can be effective if applied properly by those creating and reviewing the positions.

Be it further resolved that the Faculty Senate urges department promotion and tenure committees, department chairs, college deans, and all others involved in decisions related to the creation and maintenance of faculty positions to apply the “three year and out rule” according to its original purpose: namely, to create visiting positions not with the intent of repeating or recreating them after the span of three years, but rather with the intent of using the positions on a limited basis and formally requesting conversion whenever possible for the good of the university community.