
TO: Marie Mckendall, Chair, FPPC

FROM: Robert Hollister, Chair, FSBC

SUBJECT: Part-time Faculty

DATE: April 24, 2015

CC: Karen Gipson, Chair, ECS/UAS; Lisa Surman Haight, Senate Assistant

The FSBC has discussed the situation where a tenure-track faculty member serves part-time. This is part of an ongoing discussion. Last year we recommended that part-time faculty should qualify for sabbatical and the handbook was amended.

We are concerned that there is no formal policy for part-time faculty and therefore that the availability of this unusual process is not applied evenly to all faculty. Currently, there are 23 part-time tenure-track faculty, 9 part-time affiliates, and 5 part-time visitors (16 of these are on phased retirement and have agreed upon contracts).

We recommend that FPPC create a formal policy for part-time tenure-track faculty. We ask that FPPC propose changes to the handbook that reflect the following guidelines:

1. FSBC believes that faculty should have the opportunity to serve part-time in order to care for young children or elderly relatives, or in response to other circumstances (for example, chronic health conditions; part-time appointments with business or government; or lifestyle choice).
2. FSBC believes the workload requirements should be proportional to appointment across all workload categories. A full time faculty member is expected to annually perform 18 contact hours of teaching and 6 contact hours of significant focus in addition to baseline expectations for scholarly activity and service. Therefore, a faculty member on a ½ time appointment should annually perform 9 contact hours of teaching and 3 contact hours of significant focus in addition to baseline expectations.

We look forward to working with FPPC to explore this possibility and defer to your judgment as to the most appropriate ways to create such a policy. We did start a discussion on benefits, but did not come to a conclusion.