

Motion from the University Faculty Affairs Committee
Revision of Section 2.6.3 of the Faculty Handbook

Motion: To revise section 2.6.3 of the University Faculty Handbook as follows, with crossed-out wording to be deleted, and underlined wording to be added.

2.6.3 University Faculty Affairs Committee The committee consists of six full-time faculty members with a minimum of three years' affiliation with the University at the commencement of service: one representative from each College and three elected from the faculty at-large. Members representing each college shall be tenured or tenure-track. ~~One at large member shall be from the renewable term or adjunct faculty ranks as described in sections 3.3 and 3.5 of this Handbook.~~ Faculty from the renewable term ranks are eligible candidates for an at-large position (see Handbook section 3.3.1), and are encouraged to seek nomination. The committee's duties are to ...

Effective Date: Immediately upon approval by the University Faculty Council.

Rationale:

The University Faculty Affairs Committee offers this motion as part of its duty under section 6.2.3.5 of the Handbook to:

Study and recommend to the University Faculty Council action concerning University-level policies on continuing and adjunct faculty welfare and formulate and present to the University Faculty Council recommendations concerning workload distribution, academic leave, compensation, and employee benefits.

In the past 2 years (2014, 2015), the University Faculty Organization Committee has been unable to recruit nominees to run for election to the at-large position on the University Faculty Affairs Committee reserved for a member "from the renewable term or adjunct faculty ranks." **There is currently a vacancy on the UFAC that the UFOC feels could be filled if the proposed motion is approved and an election held in September 2015.** At its March 26, 2015 meeting, the UFOC decided to ask the UFAC to consider this issue and propose a solution.

In researching this issue, the UFAC found that according to section 3.5 of the Faculty Handbook, appointments at the rank of adjunct instructor are for one academic semester, but terms of service on University standing committees are for three years. For this reason, it is not practical or reasonable for a member from the adjunct ranks to be eligible for election to the UFAC. Therefore, the proposed motion deletes any reference to "adjunct faculty" from section 2.6.3 of the Handbook.

The UFAC further found that according to section 3.3.1 of the Faculty Handbook, faculty serving on renewable term appointments (RTA) "are eligible to serve on any faculty committees except those that specifically require tenure and/or senior academic rank for membership." Additionally the UFAC learned that currently 23 UMW faculty are on renewable term contracts, with 12 of those serving in the Athletics, Health, and Physical Education Department. Given these low numbers and the demanding workload and lower pay of RTA faculty, the proposed motion deletes the requirement to reserve a position on the UFAC for an RTA faculty member, while still encouraging them to seek nomination.