AY21-8-G

Faculty Senate Issue Log Form

Date-Submitted: September 28, 2021
Title-of-Issue: Modification of Faculty Research and Development Assignment - teaching coverage
Description:

Faculty Research and Development Assignments

IV. RESEARCH POLICIES

A.      Length of Assignment

A faculty member may be granted a research or development assignment of one semester or one full year. A faculty member who is approved for one semester shall be assigned full time to research or development for that period and shall receive regular compensation from the university, provided that he or she accepts no other outside employment during the semester. The department must agree that the courses normally taught by the faculty member can be offered by the department without additional personnel. In other words, the faculty member will be counted as one full-time equivalent faculty member on the workload analysis, and the department must meet its normal faculty-student ratio as if the faculty member were teaching full time.

The last two sentences have to do with who can cover classes while a faculty member takes leave.  A strict interpretation and one that is being upheld, is that only full-time faculty can cover the courses of the faculty member going on leave. Adjuncts cannot be hired to cover the course because they constitute additional personnel. An unintended consequence is that adjuncts are hired to cover Faculty A’s classes so Faculty A can cover Faculty B’s classes while on leave.  Thus, is we are using a work around we should just fix the policy.

I suggest that the statement be changed to read:

The department must agree that the courses normally taught by the faculty member can be offered by the department.

Rationale: The last two sentences have to do with who can cover classes while a faculty member takes leave.  A strict interpretation and one that is being upheld, is that only full-time faculty can cover the courses of the faculty member going on leave. Adjuncts cannot be hired to cover the course because they constitute additional personnel. An unintended consequence is that adjuncts are hired to cover Faculty A’s classes so Faculty A can cover Faculty B’s classes while on leave.  Thus, is we are using a work around? we should just fix the policy.

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Name: Shana Pribesh
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Date: September 28, 2021
Signature: Shana Pribesh

Submission Date and Time: Tuesday September 28th, 2021. 12:10:11 PM