



**Northern Illinois
University**

Revisions Recommended to BoT Regs on Faculty Appointments

**Board of Trustees' Ad Hoc Governance Meeting
October 20, 2016**

Visiting Faculty Appointments



- Role of visiting faculty – cover duties of tenure-track faculty
- Change in BoT Regs recommended
 - Visiting appointments shall be for a specific period of ~~one year~~ **two years** or less.
- Rationale
 - CMS allows faculty to go on medical leave for 2 years and it is inefficient to hire and train different visiting faculty for each year
 - When successive faculty departures occur two years in a row, academic units have to hire a new visiting faculty each year
 - In disciplines where it is difficult to hire faculty, ABD candidates are hired as visiting faculty but they may take more than a year to finish their degrees to become tenure-track faculty

Temporary Appointments



- **Role of temporary appointments – instructors who serve temporary faculty**
- **Change in BoT Regs recommended**
 - **Remove “5 consecutive appointments” limit**
- **Rationale**
 - **By definition, these are already temporary appointments**
 - **Collective Bargaining Agreement takes care of appointments and their duration**
 - **Renewing appointments every 5 years increases transaction costs as they require special approval**
 - **Need to address seniority in the appointment rosters issue**

Adjunct Appointments



- **Current definition of adjuncts at NIU – non-employees, occasionally teach specialized courses, and not compensated**
- **Change in BoT Regs needed**
 - **Adjuncts as employees of NIU, hired for less than 50% time to teach, and eligible to receive compensation**
- **Rationale**
 - **Elimination of “Affiliates” classification forced those who teach less than 50% into the union Instructor classification causing confusion**
 - **Need a new classification for those who teach non-credit courses or hired for less than 50% time to teach**
 - **Consistency with other universities in defining adjunct faculty**