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 to 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
• 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