Faculty Senate Routing Form
(action/proposal attached)

I. Item Title: Fixed-Term Faculty Salary and Policy Task Force

   a) Brief Description: Requests a task force to investigate fixed-term salary and policies and make recommendations.

   b) Initiated by: __ Faculty Affairs Council ______

II. Faculty Senate Action: ☑ approved ☐ not approved ☐ other date: _4/30/2015_

   Vote: ☐ Voice Vote, Unanimous ☐ Voice Vote, Majority In Favor
   ☑ Vote by Ballot: 23 Ayes 1 Nays 0 Abstentions

   FS Secretary signature: ___________ date ____________

III. Provost: ☐ for information ☑ Recognition of Receipt
              ☐ for action.................. ☑ approved ☐ not approved

   Comments: ______________________________________________________

   Person responsible for Implementation: _________________________________

   Provost signature: ___________ date ____________

IV. Chancellor: ☐ for information ☑ Recognition of Receipt
                ☐ for action.................. ☑ approved ☐ not approved

   Comments: ______________________________________________________

   Chancellor signature ___________ date ____________

Once finalized copies will be returned to the Provost Office's representative who will scan and distribute electronically to:
Chancellor
Provost
Chair of Faculty Senate
Secretary of the Faculty Senate
Associate Vice Chancellor for Academic Affairs (for catalog and handbook)
Associate Dean of Graduate School (for catalog)
Others (i.e. person responsible for implementation)
RESOLUTION

FIXED-TERM FACULTY SALARY AND POLICY TASK FORCE

WHEREAS, nearly all undergraduate students at Western Carolina University take classes taught by fixed-term faculty; and

WHEREAS, many fixed-term faculty are long-term members of many departments filling a central role in their curriculum and fostering student success; and

WHEREAS, a faculty member’s expertise contributes to effective teaching\(^1\) and student mentorship, and is maintained through professional development and collaboration activities, yet university funding available to tenure track faculty for these activities has been only rarely available to fixed-term faculty for the same activities; and

WHEREAS, teaching, service, and scholarship loads are defined for each fixed-term faculty rank, so that related terms of employment (e.g., criteria for faculty rank assignments, reappointment, promotions, multi-year contracts, salary increases), should also be defined and consistent across campus; and

WHEREAS, the last review of policies and salary for fixed-term faculty was completed in 2007, prior to major changes in Western Carolina University’s overall budget and faculty work force,

BE IT RESOLVED:

(a) The Faculty Senate requests a task force to review use of fixed-term faculty at Western Carolina University and the policies affecting them.
(b) Membership will be decided jointly by the FAC and Provost’s office, and would ideally include fixed-term faculty representatives from each college and representatives from the Faculty Senate.
(c) Goals for the task force will include a comparative work force study, a comparative salary study, recommendations for policy revisions or additions, recommendations for the campus budget process, and a schedule for future reviews.
(d) Recommendations will be presented to the Senate in Spring 2016.