New Faculty Roles

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Background

• Instruction currently delivered by either full-time faculty or adjunct faculty
• Today, majority of credits in the VCCS are taught by adjunct faculty
• Higher education is changing
• More competition
• Our colleges need more flexibility to address new challenges
Recommendation

• The VCCS should develop four additional positions:
  – Contracted adjunct
  – Half-time teaching faculty
  – Lecturer
  – 10 / 11 month teaching faculty
Contracted Adjunct

- No benefits provided to the adjunct
- Could give a contract for two semesters rather than just one
- A temporary employee, with no expectation of continuing employment beyond the two semesters (like current adjuncts)
Half-Time Faculty

• Employee receives partial benefits
• One-year contract
• Duties would include teaching, office hours, and college service
Lecturer

• Purpose would be to provide full-time, AS NEEDED staffing in high demand areas, or Sabbatical, sick leave, other replacement, awaiting search, or other special circumstances

• Workload would depend on the format of instruction (pedagogy), number of preparations, class size, level of expected student engagement and other unique circumstances

• Duties would include both teaching and student engagement

• Salary would be based on a new Lecturer Range

• Could be hired as either Temporary or On-going (dependent upon college needs)
10-11 Month Faculty

- Employed full-time with a multi-year contract
- Duties would include regular teaching faculty duties with additional administrative duties, such as program heads or assistant deans.
- May be used for a combination of teaching and other duties such as advising or student support.
Questions Still To Be Answered?

• How are the duties for a lecturer different from a regular 9-month faculty member?
• How would the evaluation for each of the categories differ?
• Could a college request a 9-month faculty member be changed to a 10-month or 11-month faculty member or a half-time faculty member – or would all positions have to be advertised?
• How would changes from one category to another affect VRS or other retirement plans?
Questions continued...

• Under what “transitional rules” would the new faculty categories be implemented?
• What flexibility is there to vary teaching load in relation to other duties when using the Lecturer position?
• Do we need a 10-month or an 11-month or a 10 and 11-month position?
• Can we change faculty contract dates to something other than the standard August 15 – May 15?
Questions continued ...

• If we can create a half-time position, can we also create a \( \frac{3}{4} \) time position?

• Can any of these new roles allow for a phased retirement or conversely for a phase in to another role?

• For a contract adjunct position, can the workload be computed on an annual basis like full-time faculty, as long as the workload is less than full-time?
Your Questions?