

Faculty Senate Resolution in support of faculty who have already experienced advancement delays related to FH 3.3.2.3

Rationale: Following Faculty Senate passage of Docket item 17-20 in April 2018 (retitling of term positions with descriptions of contract lengths), several term faculty experienced a negative impact when a dean or chair interpreted the Handbook language as permitting a restart of their clocks for time spent at their current rank. Docket item 20-2 remedies this action going forward, but does not hold the power to remedy past administrative actions.

The intent of the language in the Handbook was never to disadvantage term faculty for prior time served at rank. If we do not, as a governing body, make it clear that we wish no single faculty member to be disadvantaged through our legislation in their advancement processes at this university, there are a few faculty who will literally “fall through the cracks.” Docket 20-2 does not cover actions prior to November 2020, and Docket 17-20 allowed administrative misinterpretations to work against these faculty who were offered contracts that did not credit past service at their rank.

This resolution encourages administrators to do the right thing by rectifying past misinterpretations of the Handbook at the soonest opportunity, and thereby sends the message that *all* Term faculty should participate fully in the *best interpretation* of Handbook language for time served in a rank toward advancement. Without closing these loopholes, we potentially disadvantage those colleagues who experienced an unintended interpretation of our prior Handbook language over the past 1-2 years, and in so doing we risk creating an environment that is not fair.

RESOLUTION in the FACULTY SENATE

Whereas: the 2018 Faculty Senate session passed Docket item 17-20 retitling term faculty and stating their process for advancement, and

Whereas: the language in 17-20 was interpreted in some cases to allow administrators to issue to some term faculty with time in a rank already accrued new contracts that restarted their appointments and in so doing disregarded time already earned at rank;

Therefore: the Faculty Senate, via this resolution, agrees

- 1) that senate docket number 20-2 amends prior Handbook language and in so doing clarifies that issuing a contract that restarts the appointment clock for time served at a rank in Term-titled positions is not the intent for any of the new term faculty titles under section 3.2.3.2 in the Faculty Handbook; and
- 2) that any actions to restart clocks for time served at rank from November 2020 forward are actions taken against the intent of the Faculty Handbook in section 3.3.2.3; and
- 3) that the senate as a body strongly encourages administrators at the college and department levels to rectify at the soonest opportunity any contracts in which term faculty were disadvantaged through a misinterpretation of 17-20 between 2018 and 2020, making any disadvantaged faculty whole in their total time served at ISU; and
- 4) Faculty Senate encourages senior administrators to review past cases in which Term faculty claim to have been disadvantaged, and to assist any administrators who report to them, as needed, to rectify prior misunderstandings of the Handbook 17-20; and
- 5) Faculty Senate makes all faculty aware of docket item 20-2, of this resolution, and of the fact that the Faculty Senate hereby voices its support for all faculty in the continuous advancement of their careers while at Iowa State University.