

Faculty Meet & Confer Draft Policy for Feedback

4.12. One-Year-Only (OYO) and One-Semester-Only (OSO) Faculty

4.12.1. Hiring Practices for OYO/OSO Faculty

OYO/OSO faculty may be hired only to address one of the following situations:

4.12.1.1.

To backfill a residential faculty line when the incumbent is reassigned to a non-faculty position or is on sabbatical or leave.

4.12.1.2.

To launch a new program at a college when no residential faculty exist at the college that are qualified in the program area. The program may be staffed by OYO/OSO faculty up to a maximum of six semesters while it is determined if the program is viable.

4.12.1.3.

To backfill a residential faculty line vacated due to a retirement or separation when there is insufficient time between the vacating of the line and the first day of the semester in which the new hire will need to begin teaching.

4.12.1.4.

To backfill a residential faculty line when a search process for a residential faculty new hire has failed (*i.e.*, no preferred candidates offered the job accepted the position).

4.12.1.5.

To provide time for the college to enter the appropriate faculty hiring cycle.

4.12.1.6.

~~Exceptions may be made only with the authorization of the Vice Chancellor for Human Resources or designee.~~

Exceptions may be made with the authorization of the College President or designee in consultation with the Faculty Senate President or designee. If the Faculty

Commented [FW1]: The language revision in 4.12.1.6. in this policy was thumbed for loop out on 3/24/14. No other part of the policy was changed. The faculty and administration members of the Meet and Confer Team will collect feedback from faculty at-large, FEC, CEC, and others beginning 3/25/14. In response to feedback, the Team may further refine the proposed policy language during its 4/21/14 Meet and Confer meeting. It is anticipated that the final version of this policy will be included in the 2014-2015 RFP.

~~Senate President or designee is unavailable for consultation, the College President will notify the Faculty Senate President of the decision and rationale. The number of OYO/OSO faculty at the college permitted under Section 4.12.1.6. will not exceed 2% of the total number of filled Residential Faculty positions or two (2) positions, whichever is greater, at any time during the academic year. In calculating the permissible number of OYO/OSO positions, standard rounding rules will apply. After six (6) consecutive semesters for the same assignment at the same college have been completed, and if the position is to be continued as a full-time position, the college will post and fill a Residential Faculty position. If the college decides to not post and fill a Residential Faculty position, the college may use adjunct faculty to address the need. Any extension beyond the six (6) consecutive semester limitation must be approved by the Vice Chancellor for Human Resources.~~

Commented [FW2]: This is the only section of 4.12.1. that was changed. Current language is crossed out and proposed language is in red.