Proposed Operations Manual Updates to Language for new Instructional Track Faculty: Part 1

Proposed initial revisions from Faculty Senate’s Faculty Policies and Compensation Committee
Approved by Faculty Council (4/10/18) with minor revisions.

Change #1: Update Emeritus Status for Retirees definitions (Operations Manual III.Human Resources, 10.7) to include Instructional Faculty in the definition of “regular faculty”. This policy applies to regular faculty and staff and may include long serving (10 or more years) adjunct faculty.
https://opsmanual.uiowa.edu/human-resources/retirement/emeritus-status-retirees

a. Definitions.

(2) "Regular faculty," when used in this Section, means tenured faculty or salaried clinical or research or instructional track faculty of the rank of professor, associate professor, or assistant professor at any rank.

Change #2: Update Fixed-Term Faculty Appointments (Operations Manual III.Human Resources, 10.12) to remove “renewable term” faculty as this is the former status of our Instructional Faculty prior to the creation of their new faculty track. Add specific fixed term categories approved by the Provost’s Office.
https://opsmanual.uiowa.edu/human-resources/faculty/fixed-term-faculty-appointments

10.12 Fixed-Term Faculty Appointments
(President and Faculty Senate 4/13)

While the primary teaching responsibilities at The University of Iowa are fulfilled by tenure-track and tenured faculty, there are occasions when it is appropriate and necessary, in a limited context, to hire fixed-term faculty to teach courses and, in some cases, to participate in research and service. Fixed-term faculty appointments are made for a specific term length designated at the time of hire and subject to nonrenewal at the end of that term. Reappointment is possible for many fixed-term positions, subject to positive performance evaluations and educational need. Fixed-term faculty appointments include: 1) adjunct, 2) renewable term, and 3) visiting faculty, lecturer (fixed-term), instructor, associate, and assistant in instruction. The percentage of time, length of appointment, assigned duties, and benefits eligibility vary (see III-9.6 Affirmative Action Employment Guidelines for hiring requirements and University Benefits for benefits eligibility guidelines). The requirements for the recruitment, hiring, and promotion of fixed-term faculty are detailed on the Office of the Provost's website under Fixed-Term Appointments (https://provost.uiowa.edu/fixed-term-appointments).
version with all changes accepted – key changed sentences are highlighted.

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