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]](#footnote-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:

1. The Faculty Senate requests a task force to review use of fixed-term faculty at Western Carolina University and the policies affecting them.
2. 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.
3. 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 2016 campus budget process if appropriate, and a schedule for future reviews.
4. Recommendations will be presented to the Senate in Spring 2016.

1. http://www.wcu.edu/academics/faculty/coulter-faculty-commons/teaching-and-learning/wcu-standards-of-teaching-effectiveness/what-is-pck.asp [↑](#footnote-ref-1)