



University Senate CHARGE

Date:	February 7, 2012
To:	Eric Vermote & Thomas Holtz Co-Chairs, Joint Provost/Senate Non-Tenure-Track Faculty Task Force
From:	Ann Wylie, Senior Vice President & Provost Eric Kasischke, Chair, University Senate
Subject:	University Policies Related to Lecturers/Instructors & Research Faculty
Senate Document #:	10-11-04
Deadline:	December 15, 2012

Provost Wylie and the Senate Executive Committee (SEC) request that the Non-Tenure-Track (NTT) Faculty Task Force determine whether there are areas of concern with existing policies related to non-tenure-track faculty at the University of Maryland.

During the 2010-2011 academic year, the Senate's Faculty Affairs Committee raised concerns about whether there should be centralized oversight of the NTT faculty with regard to issues related to contracts, recognition, procedures for promotion and other relevant policy matters (see attached report). They note that a thorough and systematic review of campus policy is necessary including a careful survey of all UM non-tenure-track faculty. We ask that you review current policies and procedures for non-tenure-track faculty and determine how best to engage this large subset of our faculty as a valuable resource. Specifically, we would like you to review the following:

1. Review existing policies for instructors, research faculty, and teaching assistants.
2. Review existing performance review policies for these constituencies and recommend whether they should be improved.
3. Review policies for these constituencies at peer institutions.
4. Conduct a comprehensive survey of these constituencies to evaluate their concerns.
5. Review the teaching loads per semester of instructors.
6. Consult with the Office of Faculty Affairs to review terms of employment for these constituencies

7. Consider whether new policies should be developed or existing policies be revised for these constituencies.
8. Consider whether policies on appointing teaching assistants as lecturers should be developed.
9. Consider whether guidelines for contracts for these constituencies should include comprehensive assignments and responsibilities.
10. Explore ways in which outstanding instructors can be recognized.
11. Consider how these constituencies can best participate in department governance.

We ask that you submit your report and recommendations to the Senate Office no later than December 15, 2012. If you have questions or need assistance, please contact Reka Montfort in the Senate Office, extension 5-5804.