

Handbook Changes suggested by Provost office during 2004-05:

On page 69 (of 2004-05 CNU Handbook):

2.b.5) Restricted Appointments are one-academic-year appointments. **Restricted appointments have no continuing status, but a new appointment may be made at the discretion of the University.** ~~which have no continuing status, but which may be renewed up to four times for a total of five consecutive years. These appointments are made to fill nontenure track positions; to replace a faculty member on leave; to fill a position of doubtful permanency; to allow for an extended period of recruitment for a probationary appointment; or to employ visiting faculty.~~ **Restricted appointments provide fringe benefits.** ~~Exceptions to this limit may be made at the initiative of the chair of the department in which an instructor teaches, and with the concurrence of the academic dean and provost, taking into consideration such factors as enrollment patterns, financial circumstances, and long term needs of the department.~~

~~It is desirable to have as many of our students as possible taught by full-time probationary or tenured faculty members and to reduce the number of adjuncts. There are circumstances where restricted appointments are necessary or desirable.~~

Excerpts of minutes of 2/18/05 Faculty Senate Meeting:

Discussion of Concerns with Proposed Handbook changes:

1) p. 69: There is a concern about eliminating the time limits for restricted appointments.

- It may violate AAUP guidelines and it sets up a possibility for abuse
- The establishment of continuing restricted lines in lieu of tenured lines could amount to a serious infringement on tenure as a practice at the university.
- There are individuals with whom the university wants the flexibility to have a continuing relationship. There is already room for flexibility in the current language concerning exceptions at the initiative of the chairs.

The Senate rejects the proposed changes in the first paragraph of p. 38 2.b.5) through “long term needs of the department.” Move “restricted appointments provide fringe benefits” to the end. The first paragraph should be returned to its original format (as found in the previous year’s handbook) and the statement concerning fringe benefits should be added at the end.

The Senate approves striking the final paragraph in the section. “It is desirable . . . of faculty members.”

2005-06 Handbook version:

Restricted Appointments are one-academic-year appointments. **Restricted appointments have no continuing status, but a new appointment may be made at the discretion of the University.** These appointments are **typically** made to fill nontenure track positions; to replace a faculty member on leave; to fill a position of doubtful permanency; to allow for an extended period of recruitment for a probationary appointment; or to employ visiting faculty. **Restricted appointments provide fringe benefits.**

