

UNIVERSITY SENATE

UNIVERSITY AT ALBANY STATE UNIVERSITY OF NEW YORK

**RESOLUTION: SUPPORTING PROPOSALS REGARDING
APPOINTMENT AND STEP SYSTEM FOR PART-TIME FACULTY**

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Sponsored by: UPPC

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Whereas the increasing reliance on part-time and contingent academic labor to meet the teaching requirements of North American higher education has reached the point where the majority of academic teaching faculty are on non-tenure track appointments;
Whereas these teaching faculty are usually paid very low salaries, suffer from low status and poor working conditions, and are excluded from many forms of shared governance across the U.S.;

Whereas, the University Senate passed a resolution in the fall of 2017, to encourage and support part-time and contingent faculty involvement in campus shared governance;

Whereas the situation at the University at Albany has been studied by a Provost's Panel, and by the Albany Chapter of UUP, both of which call for improvements to compensation and benefits and the professional work environment, including the participation of part-time and contingent faculty and staff in departmental, college, and campus governance;

Whereas, since the spring of 2016, Provost's Panel implementation teams have worked on concrete steps and proposals to improve compensation, job security, and professional working environment, developing revised University Guidelines for Part-Time Employees, and proposing a step system for Part-Time Faculty compensation and rank after they have taught at the University for more than six and eight semesters:

Be it resolved that the University Senate supports [and endorses](#) two of the implementation team updated proposals and calls on the University Administration to implement the recommendations within these reports as soon as possible:

- a) **Guidelines for the Appointment of Part-Time Academic Faculty Members**; and
- b) **Career Path for Part-time Lecturers**

NOTE: Both proposals are currently under review with feedback from the Senate, UUP, and Schools and Colleges. The final version will be finalized over the summer.