Background:

One of the areas of focus for the Reengineering Task Force II is an attempt to expand the Teaching Faculty Employment Spectrum. Over recent months the subcommittee assigned to this area has discussed the various options with the following goal:

> Provide colleges with greater flexibility in the use and management of personnel resources through the addition of new types of faculty positions to be used at the option of each college.

Unlike other proposed positions, the position of regular part-time teaching faculty currently exists in policy. However, the position is underutilized because of a lack of information about the opportunities and constraints of the position.

VCCS Policy 3.0.4 officially titles part-time faculty as “regular part-time faculty” and defines the position as follows:

> Regular part-time faculty are employed on a continuing basis to teach less than a full load.

The faculty employment spectrum workgroup proposes that the current policy definition be expanded to include the following information about the position:

1. Rename the position to: “Regular Part-Time Nine-Month Teaching Faculty”
2. Responsibilities are the same as 9-month teaching faculty and include instruction, student contact, and college service.
3. Faculty contracts must include the fall and spring semesters.
4. Salary is computed the same as regular 9-month faculty and pro-rated based on teaching workload
5. The teaching workload is 60-80% of a regular 9-month faculty teaching workload, which would equate to the following:

<table>
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<tr>
<th>Pro-rated</th>
<th>Workload per academic year</th>
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<tr>
<td>9-month faculty @ 60%</td>
<td>14-18 credits; 18-24 contact hours</td>
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<tr>
<td>9-month faculty @ 80%</td>
<td>19-24 credits; 24-32 contact hours</td>
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Therefore the full range would be: 14-24 credits; 18-32 contact hours

6. Office Hours and Professional Activities/Contributions would be pro-rated using the same percentage as the faculty workload.
7. Part-time 9-month teaching faculty may only be offered an overload which allows a teaching load above 27 credit hours per academic year if an exception is granted in writing by the Chancellor. Overloads that result in a teaching load of not more than 27 credit hours per academic year may be approved by the College President.
8. This position is eligible for a multi-year contract and follows the same policies for hiring and evaluation as regular 9-month teaching faculty.
9. Part-Time 9-month Teaching Faculty receive pro-rated salary, sick leave, personal leave, and retirement. This position is eligible to participate in the state health care program but with the employee providing the state portion as well as the employee portion.
10. All policies, procedures, and compensation plans established by the State Board for Community Colleges, the Chancellor of the Virginia Community College System, or the individual community colleges for instructional faculty are applicable to this position.