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UNH FACULTY SENATE MOTION # XVII-M18 on hiring practices

Faculty Senate

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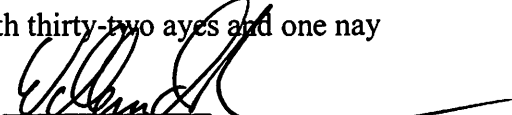
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UNH FACULTY SENATE
MOTION # XVII-M18

on hiring practices

1. Motion presenter: Michael Ferber
2. Dates of Faculty Senate discussion: 4/29/2013 and 5/6/2013
3. Motion: The Faculty Senate calls on the administration to make it a top priority to halt the substitution of lecturers for departing professors. The practice should now be the other way round. When lecturers resign, tenure-track professors should be hired, with some exceptions where appropriate, to replace them. (This motion is in accord with the first recommendation of the Professional Standards Committee: 'The default for replacing all tenure-track faculty when a vacancy occurs will be the selection of another tenure-track faculty member. Deviations from this default position should be accompanied by an explanation to the impacted department/division and the chance for the chair to respond. This applies to single hires and cluster hires.'))
4. Rationale: This year there are 609 tenure-track faculty, down from 663 in 2005. Using 2005 as a base year (100%), the last year for which we have statistics, the number of lecturers rose to 143% in 2012 and to 156% this year, while the number of tenure-track faculty has declined to 92%. The number of lecturers at UNH rose dramatically between 2010 and 2011, from 134 to 170, and in 2013 is up to 191. Lecturers are now 27% of the FTE tenure-track faculty including librarians and were less than 16% in 2005. Lecturers teach about 36% of the courses that are taught. A senator said that, even though the university is under financial stress, the administration should carefully consider and clarify its priorities in this matter.
5. Senate action: passed with thirty-two ayes and one nay
6. Senate chair's signature: 

Forwarded to: President Mark Huddleston, on 6-19-2013

Forwarded to: Provost John Aber, on 6-19-2013

Forwarded to: Lisa M. J. Ferber Senior Vice Provost for Academic Affairs, on 6-19-2013

Forwarded to: all college deans, on 6-19-2013

Forwarded to: all department chairs, on 6-19-2013