

## AAUP Contract Proposal

**Proposal Title:** Teaching-track Faculty Lines Proposal (4-16-2026) (Revised 5-6-26 and 6-26-26)

**Relevant CBA Article / Section:** NEW Article 24 (All subsequent articles will be renumbered accordingly)

### 1. Summary of Proposal

To establish full-time teaching-track faculty lines.

### 2. Proposed Contract Language (Redline)

#### ARTICLE \_\_ [article numbering TBD]: FULL-TIME TEACHING-TRACK FACULTY

- 24.1 Ranks. Full-time Teaching-Track Faculty shall be designated as Instructor, Assistant Professor, Associate Professor, and Professor. The criteria for such teaching-track faculty ranks and the procedures governing the appointment process are set forth below.
- 24.2 DPC Formation Procedures. Within seven business days after the start of the Fall semester, Departments which have teaching-track faculty (as defined in Article 2.2), shall elect teaching-track faculty member(s) to serve as voting member(s) on the DPC in the same manner and with the same rights and responsibilities as tenure and tenure-track faculty.
- 24.3 Initial Appointment: Procedures for Appointment, Reappointment, Non-Reappointment, Promotion for teaching-track faculty shall follow Article 5 as it applies to all full-time faculty members.
- (a) New teaching-track faculty. The department may initiate a search for a new teaching-track faculty with approval of the dean, and provost in consultation with the president. Unless the need for a new teaching-track faculty could not have been anticipated by the department, the position shall be advertised, and the search shall commence as soon as possible but no later than one semester prior to the semester in which the teaching-track faculty shall begin work.
- (b) Chair and DPC Procedures. The Department Chair and DPC will each examine the qualifications of candidates for initial teaching-track faculty appointment to the University's approved teaching-track faculty pool.

After consultation between the DPC and Department Chair, they will exchange written recommendations. The DPC shall then forward its recommendation to the Dean. The Department Chair shall then forward their recommendation along with the candidate's docket to the Dean. The Dean's recommendation shall be forwarded with the candidate's docket to the Provost who shall decide on the recommendation. All decisions and recommendations are to include rank and teaching areas. The recommendation docket shall include:

1. the assessment and recommendations of all previous reviewing bodies;
2. the candidate's resume and personal data sheet;
3. a transcript and/or proof of highest degree;
4. three (3) external letters of recommendation.

A recommendation of initial salary is provided by the Department Chair and the Dean to the Provost.

- (c) Appointment Letter. Upon appointment and reappointment each teaching-track faculty member shall be issued a letter of appointment setting forth the beginning and end date of the appointment, rank, status, assigned department and semester hours. Each such appointment letter shall incorporate the terms of this agreement by reference including the faculty member's initial assigned workload. Initial appointments for teaching-track faculty are typically for three years. The first reappointment shall be made for three years. If the review after the first re-appointment is successful, the faculty member will be offered five-year contracts, each to include a full peer review. In addition, no later than fourteen (14) days after the start of their appointment, the teaching-track faculty must be provided with a copy of the evaluation criteria and procedures that will apply to them for purposes of reappointment.
- (d) Personnel Files. Teaching-track Faculty personnel files and records will be maintained by the Schools and by the Provost's Office.

#### 24.4 Reappointment.

- (a) Regular Teaching-track Appointment. Teaching-track faculty must be appointed initially for a three (3)-year term and after a second three (3)-year term are eligible for five (5)-year term contracts on a "rolling" basis as detailed in Article 24.4(c).

Reappointment Application. Teaching-track faculty who have received a contract for a multi-year term may apply for reappointment at the beginning of the final year of their contract. The decision on whether to reappoint will be based on a holistic review in alignment with their assigned workload, including the quality of the teaching portfolio submitted, (which includes student evaluations (CTRs), peer evaluations) and service and institutional need. Applications for reappointment must be given careful consideration and if a decision not to reappoint is made, a statement of reasons must be provided.

- (e) Reappointment Process. The reappointment process for teaching-track faculty shall be the same as that specified for the initial appointment except that where there is disagreement between the DPC and the Chair, or between the Dean and the DPC or the Chair with respect to the reappointment of a teaching-track faculty member who has served for at least four (4) years the case shall be referred to the FPB for recommendation to the Dean. Each department that appoints a teaching-track faculty member shall have approved promotion standards for teaching-track appointments. The Dean shall forward their recommendation along with all other recommendations to the Provost, whose decision shall be final and issue a statement of reasons for non-reappointment. Teaching-track faculty who are denied reappointment may grieve the decision of the Provost not to reappoint pursuant to Article 13 of this Agreement. Any grievance shall be limited to compliance with procedural requirements; substantive determinations are not subject to review.

In any review process under this Article, with the exception of recommendations for or against initial appointment, the affected faculty member, the Dean (in cases of review by the Provost), the Department Chairperson, the DPC and the President of the AAUP shall receive copies of all recommendations and decisions promptly after they are rendered.

- 24.5 Teaching Load. Teaching-track Faculty are full-time faculty, primarily devoted to instruction. As such, these faculty shall teach a 24-credit hour load per academic year. Instructional loads for clinical faculty will be 18 credit hours per academic year.

- 24.6 Course Assignment Priority.

The process for course assignment for Teaching-track Faculty shall be the same as for Tenure and Tenure-Track Faculty. Teaching-track faculty shall have an opportunity for input into the teaching schedule during its development and shall be informed of their assignment at the same time as tenured and tenure-track

faculty. The Department Chairperson shall inform teaching-track faculty of assignment and non-assignment of courses in a timely manner, but in no event later than the first day of the student registration period for the semester before the class is to be offered, absent extenuating circumstances. It is understood that assignment of the course does not guarantee that the course shall be offered or that the course will not be reassigned due to the cancellation of another course.

24.7 Evaluations. Teaching-track faculty shall have annual evaluations by the chairperson and peer reviews by the DPC during each of the first two (2) years of teaching. In addition, in order to support the development of their pedagogical skills, departments will provide teaching track faculty with at least two “formative observations” before the renewal of each contract conducted in accordance with FPS 46. After the first two (2) years, teaching-track faculty shall continue to receive annual evaluations from the chairperson with peer review the year prior to reappointment. Annual evaluations shall include a meeting with the Department Chairperson or DPC to discuss the review and the potential for the teaching-track faculty member's continued association with the University. Teaching-track faculty shall also administer student evaluations in all courses taught during the Fall and Spring semesters consistent with FPS49.

24.8 Termination of Teaching-track Faculty during the term of Appointment.

- (a) During their initial hiring term, teaching-track faculty may be terminated during the semester at the discretion of the Chair, provided the DPC concurs. A dispute between the Chair and the DPC shall be determined by the Dean, whose decision shall be final.
- (b) Teaching-track faculty on appointments of two (2) or more years may be terminated during the term of their appointment for cause upon concurring recommendations to the Dean by the Chair and DPC. If the department Chair and the DPC disagree, the case shall be referred to the FPB for recommendation to the Dean. The department Chair shall inform teaching-track faculty of the reasons for the proposed termination and the teaching-track faculty shall be permitted to respond to the recommendation in writing at each level of review.
- (c) Teaching-track faculty who have completed six (6) years of service will be entitled to the same procedural protections available to such teaching-track faculty in the case of non-reappointment.

24.9 Promotion.

- (a) As a general qualification for promotion, a teaching-track faculty member will normally be expected to serve a minimum number of semesters in each rank. Length of service will not, however, be considered an automatic reason for promotion:
  - 1. Six (6) years in the rank of Assistant Professor before promotion to the rank of Associate Professor,
  - 2. Six (6) years in the rank of Associate Professor before promotion to the rank of Professor,
- (b) Recommendations for promotion must be based upon the above general qualifications, and upon the following personal qualifications:
  - 1. for standard promotion:
    - i. continued excellence in teaching, related work with students and service;
    - ii. productive activity in any combination of the following service areas: publication of original materials, for example in the scholarship of teaching; contributions to one's professional field; off-campus performance in special fields; University administration and committee work; contributions to community relations; enrichment of campus life;
    - iii. in addition to the above for promotion to the ranks of Assistant or Associate Professor possession of at least the Master's Degree or, in appropriate exceptional circumstances, equivalent professional achievements;
    - iv. in addition to the above for promotion to the rank of Professor possession of the terminal degree in one's field or outstanding professional achievements.
  - 2. for accelerated promotion:
    - i. outstanding achievements of the kinds listed above.

24.10 Additional Responsibilities.

(a) Teaching-track faculty may be offered advisement and other professional responsibilities as part of their service including but not limited to:

- (1) clinical supervision,
- (2) internship supervision,
- (3) tutorials and independent study,
- (4) participation in program evaluation and accreditation,
- (5) participation in recruitment and admissions activities, and supervision/oversight of student performances,
- (6) assignments in the writing center,
- (7) assignments in the center for academic advisement,
- (8) service as a jury member for student performances, other than one's own students.

(b) Teaching-track faculty are eligible to perform peer evaluations of instruction.

24.11 Access to Telephones, Voicemail, E-Mail. Teaching-track faculty shall have access to telephones, voicemail, e-mail accounts, computers, and office space as specified in Article 6.25 and 6.26.

24.12 It is agreed that the provisions of this Article relating to appointments shall be implemented as of September 1, 2026.

24.13 Conversion of Adjunct Lines. .

(a) When a teaching-track faculty position is posted, current adjuncts with at least five (5) years of seniority who apply for and are qualified for the position shall be included on the semi-finalist list, except that the University shall not be required to include more than two adjuncts on any particular semi-finalist list (selected in its discretion).

(b) An adjunct hired for a teaching-track faculty position will retain their rank where Hofstra is hiring at that rank (e.g., if Hofstra is hiring for an assistant professor teaching-track position it would not be required to hire an associate or full professor). Hofstra will give good-faith consideration to elevating the rank of the teaching-faculty position where the best candidate is an adjunct at a higher rank.

(c) The University shall report annually to the AAUP:

- Total teaching credit hours,
- Percentage taught by tenured/tenure-track faculty,
- Percentage taught by teaching-track faculty,

- Percentage taught by adjunct faculty.

24.14 Limitations: Full-time teaching-track faculty will comprise no more than twenty-five percent (25%) of full-time faculty lines.