

## ARTICLE 26

### TEMPORARY EMPLOYEES

This article refers to the titles listed below:

Research Professor, Associate Research Professor, Assistant Research Professor, Research Instructor, ~~Clinical Professor, Associate Clinical Professor, Assistant Clinical Professor, Clinical Instructor~~, Visiting Professor, Visiting Associate Professor, Visiting Assistant Professor, Visiting Instructor, Adjunct Faculty, Associate Research Scientist, Associate Research Scholar, Research Scientist, Research Scholar, Senior Research Scientist, Senior Research Scholar.

~~26.1~~**Note:** For the purpose of signifying the temporary nature of any title in the bargaining unit or that an appointment is funded by a grant or contract, the word "visiting" may precede the title. Temporary "visiting" appointments, unless funded by a grant or contract, shall be limited to a maximum duration of three (3) years. The duration of a visiting appointment may be extended beyond three (3) years for good cause with the agreement of the AAUP. Such agreement shall not be unreasonably withheld. If a visiting appointment is converted to a continuing appointment covered by Article 13, up to three (3) all years of prior service, as visiting may shall be credited to eligibility for multi-year appointments.

#### 26.2I. Sick Leave

A. Decisions concerning sick leave for personal illness for all temporary employees will be handled by the administration in conformity with the University of Connecticut ~~Laws and By-Laws, (Revised June 20, 2006~~August 5, 2015), Section XV.K.4~~as may be amended from time to time~~. Employees may be required to provide an acceptable medical certificate.

B. There shall be no accruals of sick leave or vacations beyond the end dates of a grant or employment contract.

#### 26.3 Notice of Termination

A. In the event of programmatic change, low course enrollment, or bona fide fiscal constraints during the term of a contract, temporary employees shall be entitled to notice of termination or pay in lieu thereof according to the following schedule:

- o Less than three (3) years of continuous employment or its equivalent (fewer than six (6) consecutive semesters for employees employed on a semester basis), employees shall receive ~~30 days'~~ 3 months' notice.
- o After continuous employment of more than three (3) years or its equivalent (more than six (6) consecutive semesters for employees employed on a semester basis), employees shall receive ~~60 days'~~ 6 months' notice.

**Bold** = AAUP proposed language which the University has proposed to accept.

*Italics* = AAUP has proposed the concept; the University has proposed alternative language.

Dismissal for cause is not subject to the above schedule.

26.4H. Dismissal for Cause Procedures for Temporary Employees

The Parties agree that dismissal for cause of a temporary employee during the term of a contract shall follow the procedure outlined below:

A. The employee shall receive a written statement of the reasons for which the action is being initiated.

B. Within ~~five (5)~~ seven (7) calendar days of receiving notice of the action, the employee may make a written request to the initiator of the action to review the decision.

C. Within ~~five (5)~~ seven (7) calendar days of the review (see item B above) the employee may appeal the decision to the appropriate Dean, Director, or Provost.

D. The decision of the Dean, Director, or Provost is final and may be appealed to arbitration on procedural grounds only.

Supervisors, who are not part of the bargaining unit, may issue written warnings and reprimands following discussion with the bargaining unit member, which member may request attendance of an AAUP representative. Warnings, reprimands and other less severe discipline shall be grievable through steps B and C above but shall not be grievable to arbitration.

III. Full-time Lecturers on the Regular Payroll

This section refers only to full-time lecturers on the regular payroll.

In the event a full-time lecturer on the regular payroll has been employed full-time (excluding summer sessions) for either twelve (12) consecutive or twelve (12) out of sixteen (16) consecutive semesters, he/she, upon the commencement of the next semester shall be eligible for a three-year appointment.

26.5 Notice of Non-Renewal

A. Temporary faculty members shall be entitled to notice of non-renewal or pay in lieu thereof according to the following schedule:

- o Less than three (3) years of continuous employment or its equivalent (fewer than six (6) consecutive semesters for employees employed on a semester basis), employees shall receive ~~14 days'~~ 3 months' notice.

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*Italics = AAUP has proposed the concept; the University has proposed alternative language.*

- After continuous employment of more than three (3) years or its equivalent (more than six (6) consecutive semesters for employees employed on a semester basis), employees shall receive ~~30 days'~~ **6 months'** notice.

B. Non-renewal of a temporary appointment at the expiration of the appointment period shall not be grievable.

#### 26.6 Adjunct Faculty

A. The University shall determine minimum enrollment requirements and inform the AAUP.

B. The maximum number of credits an adjunct may teach in any one semester is eight (8). Exceptions to this rule must be approved in writing by the AAUP and the Department of Human Resources.

#### C. Multi-year Contracts.

1. Adjuncts who have been continuously employed by the University for ten (10)-~~twelve (12)~~ consecutive semesters shall be offered multi-year contracts, subject to adequate enrollment, satisfactory teaching evaluations, and the continuation of class offerings. For purposes of this paragraph, an adjunct faculty member shall not be deemed to have a break in service if: no course is available, the adjunct faculty member's assigned course is assigned to a full-time faculty member, and/or due to documented health reasons the adjunct is unable to teach for a period of up to one (1) semester.

2. Commencing the first multi-year contract, all subsequent contracts shall be for at least three (3) years.

3. Multi-year contracts are defined as having a term of three academic years and remain in effect during semesters when the adjunct is unavailable due to documented medical reasons or other basis to which the adjunct and the department head and/or campus director agree, including no course is available, and/or the faculty member's assigned course is assigned to a full-time faculty member.

4. No adjunct shall be paid during a semester in which he/she does not teach.

5. 4 Evaluation of adjunct teaching may include, among other elements, classroom observations and student evaluations of teaching. Replacements during the term of a contract for reasons of teaching related qualifications may also be made based on a demonstrable need for better qualifications. In such circumstances the University will promptly notify the impacted adjunct of the decision shall notify the affected adjunct faculty member thirty (30) days prior to the first day of the course or the affected adjunct faculty member will receive pay in lieu thereof for the prorated portion of the thirty (30) days' notice period not given.

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5. Formalized non-teaching assignments for adjunct faculty, such as advising, curriculum development etc. shall be compensated based upon pro-rated load credits.

6. Adjunct faculty with a multi-year contract shall be entitled to meet with their respective Department Head and/or Campus Director (and AAUP representative if requested) and be provided with reasons for the non-reappointment or reassignment. After meeting with the Department Head and/or Campus Director, upon request, such faculty member (and AAUP representative if requested) shall be entitled to discuss non-reappointment or reassignment with the Dean or his/her designee. The Dean or his/her designee may overturn the non-reappointment or non-assignment.

Except as provided by Article 5, the procedures in this Article shall be the exclusive procedure for resolving non-reappointments or reassignments of adjunct faculty on multi-year appointments.

D. Adjuncts who teach both the lecture and lab section of a course will be paid as an adjunct for the lecture and for each lab section.

E. Adjunct Benefits

For those adjuncts who elect group health insurance under the statutory self-pay provision, and who are contracted to teach at least one course each semester of the academic year, there will be an option to be paid over 26 pay periods.

1. Adjuncts shall be eligible to purchase parking permits and shall have faculty library privileges. Library and email privileges will be continued for two semesters following any appointment.

2. The University will make office space available for use by adjunct faculty members to the extent available. The availability, location and nature of the office space provided for adjunct faculty shall be determined to be supportive of the educational responsibilities of the adjunct. in the sole discretion of the University.

**Tentative Approval**

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AAUP

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Date

\_\_\_\_\_  
University of Connecticut

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
Date

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