CHABSS Policy for the Internal Re-Allocation of Faculty Lines to Meet Growth Demands

Definitions

Internal Joint appointment: Internal joint appointments are instructional, service, and/or research appointments between two or more departments/units, with varying percentages of responsibility to each (e.g., 50%/50%; 40%/60%). They are created by reassigning a portion of the instructional, service and/or research effort of an existing line to another department(s)/unit(s).

Receiving unit: The department or program to which the faculty member’s time will be reassigned.

Giving unit: The department or program to which the faculty member(s) requesting reassignment is currently assigned.

Rationale

Internal joint appointments will serve the CHABSS mission, the CHABSS Strategic Plan, and faculty and students in various ways that include:

• Internal joint appointments can further interdisciplinarity in the College, reflecting the commitment to creativity in existing faculty positions, the recognition of the complex nature of knowledge in the 21st century, and the innovative pedagogical strategies that joint hires can facilitate.
• Internal joint appointments can promote the CHABSS commitment to diversity in curricular content and faculty composition by allowing new resources and personnel to be devoted to programs such as Ethnic Studies, Film Studies, or Social Sciences that do not have designated tenure-track faculty.
• Internal joint appointments can help promote the exciting spaces created by existing, as well as still-to-be-discovered, problem-based initiatives in knowledge creation.
• In implementing internal joint appointments, organizational structures and self-conceptions will be challenged in ways that promote productive institutional transformation.
• In times of budget crisis, joint appointments can mitigate the ongoing tenure-track faculty deficit by satisfying the needs of two or more departments/programs.

For all of these reasons, joint appointments are an extremely positive option for CHABSS, now and into the future.

Procedure for Reassignment

• There must be an identified need for additional assigned tenure-track faculty in the receiving unit. Understanding that all hiring decisions are ultimately determined by the Dean, the identified need is determined by HAPC through its annual call for hiring requests and preparing annual recommendations for the college.
The faculty member(s) involved must submit to the Dean a request for reassignment.

The giving unit should be consulted and should submit an impact statement to the Dean.

Once the need for an assigned tenure-track faculty member is determined, the giving and receiving units will determine how that need is met.

In cases of a 1.0 reassignment (which could be either re-assignment of a full 1.0 faculty line or re-assignment of multiple partial faculty lines from the same unit adding up to 1.0), the giving unit receives a 1.0 replacement hire. This means the growth goes to the receiving unit (as identified by HAPC and approved by the Dean) and the giving unit maintains its existing size. This should in no way impact the giving unit’s rankings for growth hires by HAPC.

If the reassignment is less than 1.0, we see four possibilities:

- If one department or program stages the movement of two partial faculty lines (e.g., two 0.5 reassignments) over two or more years this department or program should be compensated with a larger lecturer budget to temporarily fill the courses taught by the partially reassigned faculty member. For example, following the first partial reassignment, the giving department would receive the necessary funds to hire lecturers to replace the courses that the partially reassigned faculty member would normally teach. Following the second partial reassignment, the giving department would receive a 1.0 replacement hire to compensate for the partial reassignment of two of its faculty. However, the giving department would continue to receive a larger lecturer budget until the 1.0 replacement hire begins her or his appointment.

- However, one department or program may lose part of a faculty line to reassignment through an internal joint appointment, without planning to stage a second such reassignment in the immediate future. In that case, the giving department shall receive lecturer funds to temporarily fill the courses taught by the partially reassigned faculty member until such a time as the giving department can show the need for growth in the amount of the remainder of the reassigned line. For example, if a faculty member reassigns 50% of their line to the receiving department, the giving department will receive lecturer funds until they can show the need for a 50% growth hire. At that time, the giving department will submit a hiring needs proposal to HAPC, to be vetted per the usual process, but that proposal must only show the need for 50% of a growth line (as the rest of the “new” line is a replacement for the faculty member “lost” through joint reappointment).

- Another possibility is for a portion of an existing appointment to be reassigned in order to provide essential curriculum delivery or service to a receiving unit. Although this reassignment is less than 1.0 the giving unit can make the case that the service being provided to the college in support of a small interdisciplinary program is important enough to merit a 1.0 replacement for the giving unit. The giving unit can also make the case that anticipated future growth in its program merits a 1.0 replacement. This case shall be made through the usual HAPC process.
A fourth possibility is for a department/program that agrees to reassign a portion of an existing tenure-track appointment to be compensated with a new joint-hire that corresponds to the percentage of the existing tenure-track effort that was reassigned. Such a hire would benefit both the giving and receiving units as well as the college as a whole. The giving unit would temporarily receive a larger lecturer budget until the new joint hire began his or her appointment. In this case, the giving and receiving departments would submit a joint hiring proposal to HAPC through its usual process; here, the receiving department would have to prove its need for a growth line, but the giving department would not, as the new joint hire would be replacing the percentage of TT line lost through the joint reappointment.

A memorandum of understanding (MOU) will be created according to the University policy and this MOU will make explicit the terms of reassignment in the areas of service, teaching, and/or research efforts. All relevant parties will participate in the creation of the MOU and sign the completed document (i.e., the participating faculty member, the departments/programs involved, CHABSS Dean’s office).