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## **Proposed change to R&P 2.15: Limits on Term (Non-tenure track) Faculty**

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### **(1) PROPOSED NEW TEXT**

#### **2.15 Limits on Full-Time Term Faculty (approved by BOT on XX Month, 2026)**

It is important for the university to have a body of tenure-track faculty with long-term appointments who can use a stable platform for innovations in teaching and research, and whose tenured appointment protects their academic freedom. It is also important to recognize the importance of term faculty in supporting changing needs in instruction and scholarship.

To maintain critical mass of tenure-track faculty across colleges, the total of internally funded term faculty (R&P 2.2.1) is limited to 33% of all internally funded full-time faculty (tenured or tenure-track faculty, plus internally funded term faculty). This limitation is calculated separately for each college and managed at that level, as follows.

The tenured and tenure-track faculty of a college may by a majority vote raise or lower a college's ceiling, up to the general university ceiling of 33%. Votes to alter a college ceiling must be reported to the Provost (who monitors practices within each college) as well as the Faculty Senate Executive Committee. If a college anticipates a long-term need to exceed the university ceiling, the college should make a proposal to amend this section of R&P, explaining the pressing long-term rationale for this need.

If unexpected circumstances create or are expected to lead to a breaching of college ceilings for term faculty, the dean of that college will within a month report to the Provost and the Faculty Senate Executive Committee (FSEC) with an explanation and a plan to return the college to its applicable ceiling. Approval by the Provost is required.

Each year in February the Provost's office will supply the Faculty Senate with a report on the current composition of the faculty (including short-term appointments such as adjuncts and visiting professors), an estimate of the projected composition for the following academic year, and data on faculty composition in previous years

## (2) PROPOSED NEW TEXT WITH MARKUP

(first-reading changes in blue; second-reading changes in underlined magenta)

### 2.15 Limits on Full-Time Term ~~(Non-tenure-track)~~ Faculty (approved by BOT on XX Month, 2026)

It is important for the university to have a body of tenure-track faculty with long-term appointments who are vested in the ongoing success of the university, who can use a stable platform for innovations in teaching and research, and whose tenured appointment protects their academic freedom. It is also important to recognize the importance of term faculty in flexibly supporting meeting changing needs in instruction and scholarship.

To maintain critical mass of tenure-track faculty across diverse disciplines and colleges, the total of internally funded ~~full-time~~ term faculty (R&P 2.2.1) (including professors of practice) is limited to 33% of all internally funded full-time faculty (tenured or tenure-track faculty, plus internally funded term faculty). This limitation is calculated separately for each college and managed at that level, as follows.

The tenured and tenure-track faculty of a college may by a majority vote raise or lower a college's ceiling, up to the general university ceiling of 33%. Votes to alter a college ceiling must be reported to the Provost's ~~office~~ (which who monitors practices within each college) as well as the Faculty Senate Executive Committee. If a college anticipates a long-term need to exceed this the university ceiling, the college should make a proposal to amend this section of R&P, explaining the pressing long-term rationale for this need.

~~The total of full-time term faculty (internally funded research faculty, teaching faculty, and professors of practice) in each college is limited. The number of full-time term faculty is limited to the greater of:~~

- ~~1. 23% all faculty (tenured or tenure track faculty, internally funded research faculty, teaching faculty, and professors of practice) or~~
- ~~2. The number of such term faculty on the tenth day of Fall Semester 2020.~~

If unexpected circumstances lead to or are expected to lead to a breaching of a college ceiling for term faculty, the dean of that college will immediately contact within a month report to the Provost's office and the Senate Executive Committee with an explanation and a short-term plan to return the college to its applicable ceiling by the next academic year. Approval by the Provost's office is required.

Each year in February the Provost's office will supply the Faculty Senate with a report on the current composition of the faculty (including short-term appointments such as

adjuncts and visiting ~~assistant~~ professors), an estimate of the projected composition for the following academic year, and data on faculty composition in previous years. ~~These data should be placed in a historical context that shows longer-term trends.~~

### **(3) ORIGINAL TEXT**

#### **2.15 Limits on Term (Non-tenure-track) Faculty**

The total of full-time term faculty (internally funded research faculty, teaching faculty, and professors of practice) in each college is limited. The number of full-time term faculty is limited to the greater of:

1. 23% all faculty (tenured or tenure track faculty, internally funded research faculty, teaching faculty, and professors of practice) or
2. The number of such term faculty on the tenth day of Fall Semester 2020.

If unexpected circumstances lead to or are expected to lead to a breaching of a college ceiling, the dean of that college will immediately contact the Senate Executive Committee with a short-term plan to return to the applicable ceiling. A majority of a college's voting faculty may vote to change their college ceiling for full-time term faculty.

### **(4) EXPLANATION FOR NEEDED CHANGES**

(a) The title of this section is technically ambiguous since the parenthetical clause could be read to include short-term and part-term appointments like adjuncts and visiting professors.

(b) The current text is out of date and useless because three colleges have already voted to exceed the 23% cap and move to 30%.

(b) Despite the clear intention of this section to establish a limit, once colleges move past the stated value, there is no longer any limit on the percentage of term faculty at any level.

(c) The second criterion no longer makes sense given evolution of the number of faculty.

(d) If a college cap is exceeded, it makes little sense to notify only the Faculty Senate Executive Committee, and not include the Provost in the process.

(e) The current wording was unclear to some individuals, who were unsure if the stated ceiling applied to each college or represented some sort of weighted university average.

## **(5) EXPLANATION FOR WHY CHANGES ADDRESS ISSUES**

- (a) The title is changed for clarity and specificity.
- (b) The added text starts with a preamble noting the important roles played by both tenure-track and term faculty. This provides the rationale for why this section exists.
- (c) The revised text specifies a clear university-wide ceiling for term faculty. Given that three colleges are already at a ceiling of 30%, but given that most faculty feel that a ceiling should be retained, a compromise value of 33% is proposed to permit a small amount of additional flexibility and headroom over current practices.
- (d) Changes of local college ceilings should be reported to and approved by the Provost, not just reported to the Faculty Senate Executive Committee.
- (e) The revised and expanded wording makes clear how ceilings would be applied, changed, and managed at the college level, up to the university-wide limit, which could be changed but only through revision of this section of R&P at the university level.
- (f) This revision adds text that formalizes the transparent tracking of the faculty census with annual reporting. By February, the numbers of various faculty for the academic year would be known.

### ***Changes after senate first reading***

- Section title: as per current practice, changed sections to R&P will be time-stamped with the date of final (BOT) approval
- Based on senator and other feedback, the introduction was modified to avoid any impression that term faculty are not invested in Lehigh's success
- Based on feedback from a dean, the revision relaxes the requirement that a college fix a cap breach within a year - given the multi-year nature of term-faculty appointments, an immediate fix might not be possible.
- Based on feedback from Larry Snyder, the revision clarifies and simplifies terminology about faculty nomenclature, and modifies text about notification and reporting (to Provost, not Provost's Office; nature of annual report to senate)

## **(6) PROPOSAL HISTORY**

- Rough first draft shared with Provost (~October 2024)

- \* Revised set of options shared with FSEC (March 2025); consensus was to keep a cap
- Further revisions (Vers. 3.0) shared with Jenna Lay (May, 2025)
- Version 5 shared with Deans, 7 July, 2025
- College Deans meeting (20 October, 2025)
- Version 6 presented to Department Chairs (21 November, 2025)
- \* Version 7 to Faculty Senate for general comment (December 5, 2025)
- \* Version 8 to Faculty Senate for first reading at 6 March (2026) meeting; also sent to Provost's office for information
- \* Upcoming: Second Reading, March 27 2026 Faculty Senate meeting
- If passed, full faculty vote, March
- If passed, to Academic Affairs and then BOT for vote

## **(7) PROPOSED IMPLEMENTATION DATE**

Goes into effect after BOT approval, but in practices applies to plans for faculty composition in AY2728 and onward.

## **(8) IMPACTS ON OTHER PARTS OF R&P**

There should be no impacts on R&P numbering or cross referencing. If nomenclature about faculty categories changes, then this section will require editorial changes to remain consistent.