The UFC Financial Exigency Task Force has reviewed university policies on the protection afforded non-tenure-track faculty in the event of a university financial exigency and found that ACA-20, Regulation of Research Appointments, does not include the same paragraph on conditions under which they may be terminated as appears in the related policies on lecturer, clinical and professor of practice appointments. We can find no evidence that this was intentional and believe it was an oversight that should be corrected by adding a parallel paragraph to ACA-20.

Therefore, the UFC Executive Committee moves that the UFC amend ACA-20, Regulation of Research Appointments, to add the following language immediately preceding the section entitled “Part-time”:

Dismissal of a faculty member holding a research scientist or scholar appointment with a longer term contract which has not expired may occur because of closure or permanent downsizing of the program in which the faculty member serves; otherwise, dismissal of such faculty shall occur only for reasons of professional incompetence, serious misconduct, or financial exigency. Non-reappointment of research faculty to a new contract term may occur for the foregoing reasons or may occur as well for reason of changing staffing needs of the program. Non-reappointment decisions regarding research faculty holding a long-term contract must be made with faculty consultation through processes established by the unit’s faculty governance organization. The jurisdiction of campus faculty grievance institutions shall include cases of dismissal and non-reappointment of research faculty.