**MOTION: TO CREATE NEW RANK FOR VETERAN SPECIAL PURPOSE FACULTY**

**REFERRED BY: GOVERNANCE COMMITTEE**

**MOTION**

The Faculty Senate recommends that after six years of successful employment, special purpose faculty members have the option of applying for promotion to the position of Senior Instructor. Upon receiving this promotion, the Senior Instructor would receive an increase in pay and would receive a contract that is renewable after every three years of service, instead of the year-to-year contract renewals currently offered under the current system for special purpose faculty. The senior instructor would continue to have the same duties as a special purpose faculty member, only with a higher regarded status.

**RATIONALE**

The normal required duties of special purposes faculty members is to teach four or five courses per semester, normally with high class loads. Although these positions require no service or scholarly duties, many of our special purpose faculty graciously volunteer their time and perform these extra duties along with their teaching requirements. They are outstanding faculty members and are highly valued.

Many special purpose faculty members have been teaching at Radford University for over six years, with some approaching at least ten years of service. However, it has been the policy of Radford University that their contracts must be renewed yearly, with approval required from the departmental Personnel Committee all the way up to the President.

The Faculty Senate feels that these yearly contract renewals are unnecessary, requiring unneeded extra paperwork, time, and stress to administrative personnel and to the special purpose faculty members going through the process. Therefore, the Faculty Senate recommends the creation of this new title for the opportunity of promotion for special purpose faculty members. This would provide a method of rewarding these faculty members, most of whom under the current system are ineligible for tenure or any type of promotion, for outstanding work.