Date: February 3, 2019

To: Veena Prabhu  
Chair, Academic Senate

From: Sharon H. Ulanoff, Chair  
Faculty Policy Committee

Copies: M. Caldwell, J. Lazo-Uy, R. Roquemore, V. Salcido, H. Riggio

Subject: Proposed Policy Modification for Chapter VI of the Faculty Handbook  
FPC 18-5 Volunteer Faculty

Faculty Policy Committee discussed FPC 18-5: Volunteer Faculty at its meeting on November 5, 2019 in order to align this policy with the policy on Voting Rights for Faculty. On November 5, 2018, FPC voted to approve policy modification FPC 18-5: Volunteer Faculty. The changes are described below.

Lines 21: This language is deleted and addressed in lines 22-23.

Line 19: This language clarifies line 21 and refers to the policy on Voting Rights for Faculty, which specifies voting rights for volunteer faculty (no voting rights).
Volunteer Faculty

(Senate: 3/3/87; 7/25/88, 9/25/88; President: 10/15/18; Editorial Amendment: 9/00, 8/01)

In cases when the University may benefit from the appointment of professional persons on a voluntary basis, such persons will be designated as volunteer faculty.

Appointment. Upon initial appointment, volunteer faculty shall be provided with information on applicable faculty rights and responsibilities. Volunteer faculty shall be provided with written statements from the department/division chair or school director, or college dean specifying, as far as can be determined in advance, the scope of responsibilities such as: courses to be taught, class size, schedule, other requirements for the assignments, department/division/school policies on evaluation of faculty; and the possibility of cancellation of appointment. The selection and procedures for appointment of volunteer faculty will be conducted in the same manner as for part-time faculty.

Official personnel files for all volunteer faculty members shall be maintained in the office of the college dean. Volunteer faculty shall have the same rights in regard to their files as probationary and tenured faculty.

Working Conditions. Since the teaching responsibilities of volunteer faculty are the same as those of the regular faculty insofar as their courses are concerned, they should be provided with facilities and services consistent with the performance of their duties. Volunteer faculty shall schedule regular office hours according to the Office Hour Policy.

Volunteer faculty shall have participatory rights in department/division/school meetings, except that participation and voting rights shall be subject to department/division/school, college, and university regulations. Volunteer faculty are encouraged but may not be required to attend such meetings. VOTING RIGHTS FOR VOLUNTEER FACULTY ARE OUTLINED IN THE POLICY ON VOTING RIGHTS.

Subsequent Appointments.

1. Subsequent Appointment. Volunteer faculty are appointed without acquisition of the right for subsequent appointment. Subsequent appointments may be made subject to department/division/school need. Volunteer faculty on one semester appointments shall be reviewed prior to each subsequent appointment by the department/division chair or school director, and at least once annually by a department/division/school personnel committee, except where department/division/school hiring patterns make this procedure impracticable. Where such patterns exist, the volunteer faculty member shall be reviewed during the first semester of employment and no faculty member shall be reviewed more than once annually by department/division/school personnel committees. Volunteer faculty members shall be invited to submit cumulative vitae covering their off-campus employment and other professional activity during the period following their last review. The evaluation of volunteer faculty by
department/division/school personnel committees shall, when feasible, include provisions for student input regarding instructional performance. The volunteer faculty member shall be informed in writing of the results of each such evaluation by the chair of the personnel committee.

2. **Notice of Prospects for Subsequent Appointment.** Whenever possible, volunteer faculty on one-semester appointments shall receive from the department/division chair or school director written or oral notice one month before the following semester, informing them of their prospects for appointment in the next semester. Whenever possible, volunteer faculty on annual appointments shall receive from the department/division chair or school director written or oral notice one semester before the terminal date of their appointment, informing them of their prospects for appointment in the next semester or academic year.