

Longy Faculty Union Initial Union Proposal Presented 5/25/10 and 6/1/10

ARTICLE---- ____

Hiring Procedures and Posting (Interim Proposal Presented May 17)

Union proposes to work with the School to modify the 2007-2008 Handbook hiring process understanding that committees are advisory and that hiring decisions are made by the administration subject to relevant laws and contract provisions.

We would also like to add the language below:

1. The School shall post on the faculty bulletin board and via the web site, newsletter and email to all faculty members all vacancies or new faculty positions for six weeks internally allowing interested and qualified internal applicants to apply and be considered before the position is advertised externally.
2. A current bargaining unit employee shall be given preference in filling a faculty position so long as the School determines that s/he is qualified to perform the work.
3. For any faculty member who received a non-renewal letter including by emerita status, by the School in March of 2010 for the 2010/2011 year, and subsequent faculty who are non-renewed or laid off not for just cause, the School agrees that prior to internal or external posting of vacancies or new positions that these formerly non-renewed, laid off faculty shall be recalled to active employment on the same or similar basis they held prior to their non-renewal. This shall apply to all available openings for which the non-renewed faculty member is qualified.
4. For any faculty member who will suffer a loss of income as a result of their re-assignment in March 2010 for the 2010/2011 year, and subsequent faculty who may lose income as a result of re-assignment not for just cause, the School agrees that prior to internal or external posting of vacancies or new positions that these formerly reassigned faculty shall be restored to employment on the same or similar basis prior to their re-assignment. This shall apply to all available opening for which the re-assigned faculty member is qualified that have not otherwise been filled by non-renewed faculty.

HIRING AND APPOINTMENT PROCEDURES (May 25, Continuation of May 17 Proposal)

5. No work currently performed by bargaining unit members shall be assigned to students.
6. All committees described below are advisory. Hiring decisions are made by the administration subject to relevant laws and contract provisions.

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7. Consistent with practices in effect in October 2009, hiring and appointment procedures shall be as follows.

The process for all appointments to the bargaining unit faculty (new, replacement or visiting) is as follows:

A. The idea or assertion of a need to hire a faculty member, visiting faculty or any person who will instruct or assist an instructor may come from any source and will be submitted to the President. Sources could be, but are not limited to, an individual faculty member, Department/Program Chair, Dean of the Conservatory ("Dean"), Director of Community Programs ("CP Director"), or the President.

B. The President, Dean, or CP Director will seek advice of the relevant Department Chairs(s), faculty of the same instrument and closely related instruments, and administrators regarding the need to hire, before the decision is made by the President whether or not to authorize the search.

C. Once a search has been authorized, a search committee will be formed comprised of the Department Chair (who will chair the committee), up to three faculty members, including faculty of the same instrument and closely related instruments, appointed by the Dean or CP Director, in consultation with the Department Chair, and (ex officio) the appropriate Dean(s) or CP Director.

D. The search committee will meet to discuss the position, make recommendations for a position description and review Longy's procedures for hiring.

E. The school shall post on the faculty bulletin board and via the website, newsletter, and email to all faculty members all vacancies or new faculty positions for six weeks internally, allowing interested and qualified internal applicants to apply and be considered before the position is advertised externally.

F. A current bargaining unit employee shall be given preference in filling a faculty position so long as the school determines that s/he is qualified to perform the work.

G. If no qualified internal bargaining unit applicant is found, the opening may also be advertised externally, as determined by the President, in consultation with the Dean or CP Director.

H. Visiting appointments are subject to the same procedures as regular (new and replacement) appointments.

I. Regular and visiting faculty appointments are defined as follows: Regular appointments are defined as those that result from a search and that are made

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in connection with a regular and ongoing teaching assignment; such appointments also result in the faculty member being a member of one of the established departments. Visiting appointments are made for a one-time need with no commitment to the faculty member that the teaching assignment will extend beyond the semester or the year. Visiting appointments will not exceed two academic years.

J. Throughout the process, efforts will be made to solicit faculty input, especially from faculty of the same and closely related instruments.