Campus Question or Situation:

We have a lecturer in one of in a UHM department has taught 9 credits for the last 8 semesters. Basically, done the 8 semesters in 4 years.

Applicable Contract Provision, Executive Policy or Administrative Procedure

Article XIII, Faculty Appointment Not Eligible for Tenure, Limited Term Contracts: "Limited Term Contracts for a period of one (1) year up to three (3) years shall be offered to Lecturers who have taught for at least eight (8) semesters over a (7) year period in the same unit."

Considerations

- There is no documented statement of intent or agreed upon interpretation of the relevant contract language.
- Ed confirmed that there was not agreed upon interpretation of the contact language.
- UHM does not have a past or existing practice or current interpretation.
- According to the CCs, if the lecturer has been employed by that unit during the previous academic year, had a teaching load of half-time or more during those 8 semesters, and the 8 semesters fell within the past 7 years, he/she would qualify for a limited term contract.
  - CCs interpretation is that the lecturer need not possess both 8 semesters AND 7 years of employment

Issue(s)

- Is the lecturer entitled to a limited term contract because they have taught 8 semesters, or is the lecturer supposed to work for 7 years first, and then we do the look back to see if the lecturer has taught for a minimum of 8 semesters over the 7 year period?