Provisions of the plan

Upon approval of the application by the Board of Regents, the faculty member will be placed in a special tenured category based on employment not to exceed full-time for one semester or half-time for the academic year provided that the faculty member applies for and is granted retirement status under KTRS. The faculty member’s salary will be proportional to the assignment. [The period of special tenure will expire on the 65th birthday of the member or at the expiration of five years, whichever is less. It is understood that the faculty member would be fully retired by this date.] A faculty member may be approved for the early retirement option for a specific period but not to exceed five years. It is understood that the faculty member will be fully retired at the conclusion of the early retirement option.

During the period of special tenure and part-time employment, the faculty member shall receive all appropriate staff benefits except health insurance. Further, the faculty member shall receive the same consideration for salary increases as other faculty.

Assignment of faculty in the program shall be made by the chair of the department in such manner as to fit the needs of the department and the limitations of KTRS.

PROFICIENCY IN ENGLISH

In addition to other qualifications, all persons appointed to teach at Eastern Kentucky University (full-time faculty, part-time faculty, and graduate teaching assistants) shall demonstrate appropriate proficiency in oral and written communication in English. It is the responsibility of the department chair to interview all candidates and to certify that each person recommended for appointment has demonstrated such proficiency.

The law shown below, enacted by the 1992 Kentucky General Assembly, also applies to "Proficiency in English":

"(1) Each state university shall institute English language, proficiency assessment for all instructors, including teaching assistants, for whom English is not their primary language. The instructors shall be evaluated periodically to demonstrate their ability to deliver all lectures and oral presentations in an English speech pattern which the students understand.

"(2) Subsection (1) of this section shall not apply to the teaching of foreign language courses.

"(3) If an instructor receives an unsatisfactory evaluation he/she shall have one semester to demonstrate his/her ability. If an instructor receives a second unsatisfactory evaluation, his/her employment shall be terminated."

CRITERIA FOR DETERMINING RANK FOR INITIAL APPOINTMENT TO THE UNIVERSITY FACULTY

The criteria listed below are intended for guidance in determining rank for initial appointment. These criteria are most directly applicable to the disciplines in which graduate terminal degree programs are generally available and in which it is customary for university faculty members in these disciplines to hold the graduate terminal degree. It is specifically recognized that university programs in certain specialized fields require faculty whose education and/or experience will be different from the stated criteria. In special cases, professional competency may be substituted for advanced degrees.