

**BHE Proposal
January 2025**

ARTICLE XX - APPOINTMENT AND PROMOTION

C. APPOINTMENT PROCEDURES AND TERMS FOR FACULTY

10. Part-time Appointments: Limitations

- a. This subsection shall be of application only to departments with six (6) or more full-time members.

Except at the Massachusetts College of Art and Design, not more than ~~twenty-five~~^{fifteen} percent (~~25~~¹⁵%) of ~~a university's academic department's~~ total number of three (3)-credit and four (4)-credit courses and sections ~~assigned to the department~~ shall be taught by part-time employees during an academic year.

At the Massachusetts College of Art and Design, not more than ~~thirty~~^{twenty} percent (~~30~~²⁰%) of the ~~College's~~ total number of three (3)-credit courses assigned to departments with six (6) or more full-time faculty shall be taught by part-time employees during an academic year.

Not included in the foregoing are courses or sections taught by part-time employees hired to replace unit members on any leave of absence; on reduced teaching loads for the purposes of alternative professional responsibilities, Association release time or any other contractual released time; or any unforeseen emergency.