

FALL 2023 GUIDANCE FOR TEMPORARY PART-TIME FACULTY HIRING REQUESTS

The deadline for submitting temporary part-time faculty hiring requests for Fall 2023 is **June 23, 2023**. **Requests submitted after the deadline will be accepted only under extraordinary circumstances and will require approval by the Vice Provost for Faculty Affairs.** All hires are pending review and Provost approval.

It is important to note the new Fall 2023 CBA compensation minimums for both temporary and regular part-time faculty when preparing hiring requests. Please see the attached document outlining the new minimums.

A. Appointment of New Temporary Part-Time Faculty – Request via Employee Hire Form

New temporary part-time faculty hire requests require completion of the Employee Hire Form (attached) and should be submitted to the school's Box folder by the dean's office. The new hire request package should include:

1. A completed Employee Hire Form
2. A current CV/ resume for the candidate
3. A completed datasheet (i.e. the Statement of Personal Data)

When completing the new hire request package, please be sure to complete **all** applicable fields, including but not limited to:

1. **Effective Date:** This will generally be September 1, 2023. However there are exceptions that should be appropriately noted.
2. **Finish Date:** This will generally be December 31, 2023. However there are exceptions that should be appropriately noted.
3. **Account Number:** Account number 51123 should be used for all F5 Temporary Part-Time Appointments.
4. **Rank and Full Academic Title/Position Title:**
 - a. Professorial Lecturer (terminal degree in an applicable field)
 - b. Lecturer (no terminal degree in the applicable field)
5. **Other Relevant Fields:** Include **all** pertinent information in the appropriate fields (i.e., Position # and 5-digit CRN # for each course).
6. **Remarks:** Provide **all** pertinent information including, but not limited to, the following:
 - a. Compressed courses, co-teaching, independent study
 - b. Overload, online, cross listed courses, and concurrent employment
 - c. Special rate, per student rate
 - d. Please indicate if the background check has been initiated, as appropriate. Background screening should be initiated for new faculty at the same time that an appointment request is submitted for processing.

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B. Reappointment of Temporary Part-Time Faculty – Request via Online Hire System

Reappointments for **continuing** temporary part-time faculty (i.e. part-time faculty who are paid by the course) must be processed through the Faculty Online Hire System. Please use the following guidelines when completing the process:

Create **one** electronic hire form, per faculty member, per course. Please be sure to complete and review **all** applicable fields on the hire form.

1. Use the Fall 2023 Term Code – 202303.
2. Include **all** pertinent information in the “Remarks” section of the hire form including, but not limited to, the following:
 - a. Compressed course, co-teaching, independent study
 - b. Overload, online, cross listed courses, and concurrent employment
 - c. Special rate, per student rate

Initiate background checks for rehires that have a 13+ month gap in service at the same time that their teaching appointment is submitted for processing. (Directions for initiating a background screening are provided below).

FALL 2023 GUIDANCE FOR REGULAR PART-TIME APPOINTMENT REQUESTS

A. Appointment of New Regular Part-Time Faculty – Request via Online PA7 System

New regular part-time faculty hires must be processed through the online PeopleAdmin 7 (PA7) Faculty/Librarian Employment System. For assistance with PA7, or to request access to the system, please contact John Vail at fpo_recruit@gwu.edu.

B. Reappointment of Regular Part-Time Faculty

Regular Part-Time (RPT) faculty are normally appointed for an academic year. The deadline for requests to reappoint regular part-time faculty is **June 16, 2023**. A dean’s memo outlining faculty duties and course load for the academic year and a Change in Status form to reappoint are required for RPT reappointments. These documents should be submitted by the dean’s office to the appropriate Box folder.

GUIDANCE ON COURSE LOAD, BACKGROUND SCREENING, I-9 COMPLETION, GW USER ID AND COVID-19 VACCINATION DOCUMENTATION

A. Course Load

The course load guidance for part-time faculty is a maximum of nine credit hours (or three courses) per academic year; or as outlined in the appointment. Requests for overload teaching due to exceptional circumstances must be sent to the Dean and the Provost for approval. Part-time faculty must be compensated for overload courses based upon the Collective Bargaining Agreement per course minimums or above.

B. Background Screening

The university is required to conduct a standard background screening for all new part-time faculty, and for reappointed part-time faculty with a 13+ month gap in service. All offers of employment are contingent upon the successful completion of a background screening.

Background screenings for temporary part-time faculty must be initiated by schools. The hiring material moves forward in workflow while the background screening is in process. The responsible party initiating the screening should send an email to Talent Acquisition and Recruitment (TAR) at facultybg@gwu.edu. This email should include all pertinent information such as: name, email address, position, anticipated start date, etc.

C. I-9 Employment Eligibility Form Completion

The University is required by federal law to verify the eligibility of a faculty member to legally work in the United States and at GW. As a result, employment offers are contingent upon the timely completion of the legally required I-9 verification process. **Departments must notify new faculty members, prior to their first day of work, of the need to complete the I-9 Form within three days of hire.** Departments should notify any faculty members expected to teach in the Fall 2023 semester that an I-9 should be completed as soon as possible. The guidelines for completing the I-9 process can be found at: <https://hr.gwu.edu/employment-eligibility-verification>. Failure to provide appropriate I-9 documentation within three days of hire can result in immediate termination of employment.

D. GW UserID and GW Email Address

New part-time faculty will receive an email from GWIT containing a link to access their GW UserID and GW email address. Departments should encourage new part-time faculty to access the link as soon as possible to ensure that they are able to access the appropriate systems and do not miss important information related to their employment at GW.

E. COVID-19 Vaccination Recommendation

GW strongly recommends, but does not currently require, that members of the community be fully vaccinated against COVID-19. Faculty are urged to stay up to date with guidance from the [Centers for Disease Control and Prevention](#). Those who are vaccinated are asked to provide documentation in the medical portal found at this link <https://mychc.gwu.edu/confirm.aspx>.

RESOURCES

If you have questions, please contact the following resources as appropriate.

I-9 Completion: Faculty & Staff Service Center at 202-994-8500
PA-7 inquiries: John Vail at fpo_recruit@gwu.edu
For all other inquiries: Debra Churos at dchuros@gwu.edu
Danielle Swails at fpo_pt@gwu.edu