

# Task Force on Faculty Titles, Rights, and Responsibilities

## Interim Report (April, 2015)

### Highlights:

1. Converts to a more readable and organized format;
2. Defines terms – professorial faculty, contractual, permanent and temporary faculty, in ways consistent with current practices;
3. Includes the requirement to document faculty qualifications;
4. Gives a standard format for a faculty title, *Prefix-Rank-Professor-Discipline*, where Prefix is required for non-tenure track Research, Instructional, and Clinical Faculty; also allows some titles to drop “Center for” or “Research Institute for ...” as part of faculty titles;
5. Recognizes “of Practice” as a non-tenure track title
6. Recognizes the concept of courtesy or affiliated titles;
7. Recognizes honorific titles.

### Strong Recommendations:

- T & P guidelines in digital format;
- Evidence of approval and clear indication of scope
- Include description of the procedure for selecting external letters
- Make T & P guidelines retrievable by faculty via web site
- Have a promotion route for all faculty, including non-tenure track
- Clarify the Post-Tenure Review Policy language and add requirement that there be an annual review of all faculty

### Unresolved Issues:

- Distinguished Professor as new promotion rank
- Possibility of hiring non-tenure track faculty on a multi-year contract
- Modification of Graduate Faculty status
- Criteria for sabbatical leave approval and review
- Term limits for adjunct, joint, or courtesy titles
- Timing and procedures for routing of promotion dossiers for non-tenure track faculty
- Governance and other rights of non-tenure track faculty