

To: Academic Deans
Michael Barnett, Chair of the Faculty Senate

From: Provost Morris Stocks

Subject Task Force to Review of Faculty Titles, Rights and Responsibilities, and Review Procedures

Date: March 17, 2014

A number of related issues have arisen in recent years that lead me to appoint a special task force to review the above general topic. It is my opinion that our institution needs to have clarity in a number of policies and procedures related to faculty titles, rights and responsibilities, and the review of faculty performance.

I have asked Drs. Maurice Eftink and Alice Clark to chair this task force and I am asking both academic deans and the Faculty Senate to recommend names to me for membership in this task force. Please submit names to me by March 1 and I will then select from the suggestions.

The issues I wish considered are outlined below. In some cases, I will expect immediate recommendations for changes to procedures and policies, or clarification of their interpretation. In other cases, the task force may recommend that other groups study the issue. However, for each issue, I would like definite recommendations for action. The task force may also consider other related issues. I would like a report from this task force by May 7, even if further study is required.

The following page is a list of the issues that I think need clarification.

Cc: Maurice R. Eftink, Associate Provost
Alice M. Clark, Vice Chancellor for Research and Sponsored Programs
Clay H. Jones, Assistant Vice Chancellor and Director of Human Resources
Daniel W. Jones, Chancellor

Faculty Issues

1. Research and Support Faculty Titles

- a) Review various research and support faculty categories (e.g., clinical, instructional); is a prefix descriptor required for a non-tenure track faculty member?
- b) Must faculty be associated with an academic department? (e.g., can we have a professor of X, where X is a research center)
- c) Are there mechanisms to offer multi-year contracts?

2. Guidelines for Joint or Dual Faculty Appointments

- a) Do we have adequate procedures for identifying the primary faculty title?
- b) Must the levels (assistant, associate, full) be equal when a faculty member has a joint appointment?
- c) Can a joint/dual appointment cross the faculty and research scientist tracks (i.e., can one be a research scientist AND assistant professor of X?)

3. Crossing Research Scientist and Faculty Tracks

- a) Can a research scientist be promoted directly into a faculty line (tenure track or non-tenure track)? Or is this an employment step requiring advertisement and a search, as it is when a research associate is employed as a faculty member.

4. Rights and Responsibilities of Various Faculty Categories (particularly non-tenure track titles)

- a) Governance rights (e.g., membership of Faculty Senate? other committees)
- b) Annual review process (is it different depending on the faculty category)
- c) Right to serve as PI on research proposals and grants
- d) Graduate faculty status
- e) Consulting rights and leave rights
- f) Participation in the review of administrators (e.g., quadrennial reviews)

5. Promotion Process for Non-Tenure Track Faculty

- a) Should all units employing non-tenure track faculty positions have promotion guidelines and criteria (e.g., for research, instructional, clinical faculty)?
- b) Should external letters be required for each type of non-tenure track faculty promotions?
- c) Should the Tenure and Promotion Review Committee review the promotion dossiers for research, clinical, and instructional faculty?
- d) Should a promotion dossier that has not been approved by the departmental faculty, chair, and dean be forwarded to the Provost Office?
- e) Should either the VC for Research or Graduate Dean be involved in the review of instructional and clinical faculty?
- f) Can the schedule for dossier processing (particularly the deadline for submitting from the Dean to Provost) for the review of instructional and clinical faculty be different from that for regular faculty?

6. Instructors

- a) Whereas most of the above issues relate to professorial faculty, the task force should make pertinent recommendations regarding policies and procedures related to instructors.

7. Additional Issues that may be considered

- a) Possibility of additional promotion level(s) (e.g., distinguished professor)
- b) Possibility of enabling different teaching/research/service percentages for individual faculty (e.g., which may be negotiated annually and which could then enable part of a faculty member's salary to be considered a Research expenditures)