

Task Force on Faculty Titles, Rights, and Responsibilities

Minutes of November 16, 2015 Meeting

In attendance: M. R. Eftink, D. Hawley, R. Forgette, C. Jones, J. Gladden, J. Chambers, M. Loftin, M. Barnett, R. Holt, L. Walker, C. Wyandt

Absent: A. Clark, R. Johnson, T. Flesher, M. Fergusson, T. Carithers, J. Bentley, John Holleman

The Task Force reviewed of status of the following items.

1. **Proposal for a Distinguished Professor Promotion Level:** This was submitted to the Provost, who referred it to the Faculty Senate. The Senate has recommended some changes. The Task Force accepted most of the proposed modifications from the Senate and voted to approve a few additional modifications. The most significant change is in paragraph J (of the Senate's version), where the Task Force voted to recommend the language shown in the attached file. This revised version was approved for recommendation to the Provost and review by the Council of Academic Administrators.

2. **Proposal to "normalize" the schedule for reviewing the dossiers of all faculty,** including instructional (non-tenure track) faculty and instructors. After discussion with deans' offices, the attached memorandum was prepared and distributed to deans. Essentially, this memorandum announces that the review schedule for non-tenure track faculty and instructors will be normalized to that of regular (and research) faculty, but that this year could be used to transition to the standard schedule.

3. **Sub-committee report regarding the Sabbatical Leave Policy:** This sub-committee, led by Dr. John Bentley, with members from both this Task Force and the Sabbatical Review Committee, have prepared recommended changes, which will be distributed and discussed. The recommended changes were unanimously endorsed by the Task Force.

4. **Review of the Graduate Faculty policy.** Dr. Wyandt reported that a sub-committee had reviewed this policy and has recommended some edits, including formalizing the mechanism for an associate member of the graduate faculty to request approval to supervise a doctoral student. This proposed revised policy will be considered for approval by the Graduate Council at an upcoming meeting.

5. **Multi-year contracts for non-tenure track faculty:** This topic had been discussed some time ago, but it was thought at that time to postpone discussion of this issue until the IHL office resolved a related policy or procedure. Clay Jones reported that the IHL has worked through this related issue and that current IHL policy does allow for multi-year contracts in certain situation. The following individuals volunteered to serve on a sub-committee to study this matter: L. Walker, M. Barnett, D. Hawley, J. Gladden, J. Chambers, R. Holt, C. Jones, and R. Forgette.

6. Faculty governance rights for non-tenure track faculty: This was discussed and the general consensus is that this matter should be studied, perhaps leading to a proposal to the Provost or Faculty Senate. The following individuals volunteered to serve on a sub-committee to study this matter. R. Holt, D. Hawley, M. Barnett, J. Chambers. It was also suggested that the following individuals be added to this sub-committee, to represent various types of non-tenure track faculty: B. Cummings, J. Holleman, M. Fergusson, and C. Hickey.

7. Other issues: The Task Force discussed of whether the institution should provide academic regalia to non-tenure track faculty, as a reward at some stage of their promotion, as we now do for regular faculty upon being granted tenure. The question was raised as to whether non-tenure track faculty are required to attend commencement, which would be relevant to the need for regalia. The following is the institution's Commencement Policy.

Commencement

The academic procession at the regular session commencement exercises will be composed of deans and all faculty members holding the rank of instructor or above. These persons are expected to participate except when their absence is specifically authorized by their deans and approved by the Provost/Vice Chancellor for Academic Affairs.

Though no motion and vote was taken, there was sentiment for the institution providing regalia to instructors upon either a promotion step or a certain number of years of continuous service.

A second miscellaneous issue was the inconsistency in the reading of names and the inclusion of photos in the booklet of new faculty that is distributed at the Fall Faculty Meeting. Most schools include non-tenure track faculty, but some do not. No recommendation was made on this matter.

A third miscellaneous issue was whether non-tenure track faculty members were eligible for certain standing committees. And yet another issue, was whether this Task Force should review whether certain standing committees should be discontinued or reformulated.

Attachments:

Proposed Guidelines for Distinguished Professor Appointments (Task Force Original Version)

Proposed Guidelines for Distinguished Professor Appointments (Faculty Senate Version)

Proposed Guidelines for Distinguished Professor Appointments (Blended Version)

Memo to Deans re Standardization of Schedule for Promotion Dossier Reviews

Recommended Changes to Sabbatical Leave Policy

Current version and proposed version