

**Resolution to Provide Consistent Language in Sections II.C. and II.D.
of the Faculty Handbook Pertaining to Faculty Rank and Status and
Faculty Appointments
Faculty Senate
Professional Relations Committee
October 13, 2014—For Second Reading**

Whereas recently passed resolutions have resulted in internal inconsistencies in the Faculty Handbook;

BE IT RESOLVED that the language in these sections of the Faculty Handbook be amended as follows:

II. C. Faculty Rank and Status: Privileges and Limitations

1. Academic Rank

A person appointed to a position as an Instructor, Lecturer, Associate Lecturer, Senior Lecturer, Assistant Clinical Professor, Associate Clinical Professor, Clinical Professor, Assistant Professor, Associate Professor, or Professor shall be recognized as holding academic rank. The position of Professor shall include special titles, such as Distinguished Professor and Trustees Professor, and appointments to endowed chairs.

3. Classification of Faculty

Within a given department or regional campus, each person holding faculty rank shall hold a single classification (Group I, II, III, IV, or Clinical Faculty).

II.C. 3.e.vi. Clinical Faculty may be promoted (without tenure) to ~~Assistant Clinical Professor~~, Associate Clinical Professor and Clinical Professor as appropriate.

1. An individual is usually expected to spend a minimum of six years in the rank of Assistant Clinical Professor before being considered for promotion to Associate Clinical Professor.

2. An individual is usually expected to spend a minimum of five years in the rank of Associate Clinical Professor before being considered for promotion to Clinical Professor.

II. D.2.b. Tenure may be attained only in the ranks of Professor, Associate Professor, and Assistant Professor, ~~Instructor and Lecturer~~ classified in Group I, whether full or part-time ~~and their Group I part time counterparts.~~

II. D.10.a The annual “performance and progress toward tenure letter” that probationary faculty receive (see section II.D.1.c) should include clear, transparent, and formative information on progress towards tenure. Departments/schools may choose to do a mid-way formal evaluation and/or annual cumulative evaluations that afford the candidate feedback in terms of teaching, service and professional activities. Those who provide this feedback should be representative of all faculty who will eventually decide promotion and/or tenure.

II.D.4. Faculty Status

- c. Whereas faculty classified as Group I, Group II or Clinical Faculty are eligible for promotion, only a person who has faculty status and is classified in Group I is eligible for tenure, ~~promotion to academic rank,~~ and University Faculty Fellowship leave. Only Group I and Group II faculty may be members of the Faculty Senate and vote in Faculty Senate elections. To be considered eligible for tenure, a person must hold faculty status throughout the entire probationary period. Probationary faculty who assume a full-time administrative contract must be reappointed to faculty status after the completion of the administrative duties, at which time the tenure period is to be negotiated as indicated in Section II.D.2.e.

II. M. Wage Rate for Part-Time Faculty

No part-time faculty member shall be paid less than the minimum wage rate established by the University for comparable workloads throughout all colleges of the University. This wage rate will be determined annually by the colleges in consultation with the Provost. Provision will be made for length of service.

If Group II faculty must, for legitimate reasons, temporarily reduce their course loads, their returning salaries shall be determined by the rate of pay before the reduction.

~~Group II faculty may negotiate an increase in their workload based on a proportional rate of their current salary and assignment. The additional courses need not be considered an overload.~~